CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU

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Staff morale low as firm cuts costs at UBC library

by Michelle Morissette
Bulletin Correspondent

Morale among the University of British Columbia's librarians has hit an all-time low as uncertainty over the results of a time-management study now being finalized by Ritchie and Associates, a California efficiency firm, continues to hang over the Library Processing Centre.

The librarians say that, while they agree the time is ripe to improve some of the processing centre's systems, the university has gone about it in entirely the wrong way, hiring a firm that has no knowledge or background in library work.

They also say that, far from improving the system, Ritchie and Associates are likely to make recommendations that will hamper services since the firm's method insists on listing tasks as discrete procedures instead of complex integrated procedures.

"Given that this firm has promised to make their fee contingent on the savings they can make, our concern is that they've decided the results before doing the analysis," says Elizabeth Caskey, former president of the UBC Librarians Association.

"They don't seem to be interested in developing a system which fits in with the operation they're looking at — one which involves a considerable amount of intellectual input — but rather they seem determined to install a system which is prepackaged.

Adds Kathy Scardellato, assistant head of the serials division at the Library Processing Centre, "One of the biggest headaches is that we had to spend half our time teaching them to understand and analyze libraries and then turn around and pay for the privilege."

"For the university to hire someone who doesn't unders-

See UBC LIBRARY/8

UBC Library

Photo — Tim Morris

U of A leaves the CAUT

by Helen Baxter

The Faculty Association of the University of Alberta has publicly announced its decision to withdraw from the Canadian Association of University Teachers.

The Alberta Association (AAS:UA) represents the largest faculty group in Canada and is one of the national association's founding members.

Alberta's withdrawal was officially accepted by the CAUT at its annual Council meeting in May. With Alberta's action already a fait accompli, members of Council had little choice but to support the withdrawal motion. Three universities abstained from the vote with the remainder voting in favour.

The membership of AAS:UA had approved the action in a March vote and subsequent discussions between officials of the CAUT and the local faculty association had failed to resolve outstanding differences.

A second council motion, also approved, with one abstention, expressed "deep regret" over Alberta's decision.

The withdrawal will take effect June 30.

University of Alberta Campus

Outgoing CAUT President Ed Anderson expressed the mood of Council when he moved "with a great deal of regret" to accept Alberta's withdrawal. He said the action comes at a time when it is extremely important that the universities present a unified front in view of the severe funding restraints facing the universities and research. It was particularly disconcerting, he added, to have the action take place in the year the CAUT is celebrating its 35th anniversary, especially since faculty members at Alberta had played a key role in the formation of the CAUT.

Alberta's withdrawal represents a loss of approximately $180,000 annually to the CAUT.

The differences between the national and local associations primarily revolve around fees, equality of representation and services.

Both Prof. Anderson and incoming CAUT President Allan Sharp stressed the intention of the CAUT to continue efforts to resolve the problems with AAS:UA.

"Talks will continue during the coming year to prepare the way for the return of Alberta," Prof. Sharp said.

L'Université d'Alberta se retire de l'ACPU

par Helen Baxter,
Rédactrice du Bulletin

L'Association des professeurs de l'Université d'Alberta a publiquement annoncé sa décision de se retirer de l'Association canadienne des professeurs d'université.

L'Association albertaine constitue le plus grand groupement de professeurs au Canada et est un des membres fondateurs de l'Association nationale.

L'ACPU a officiellement accepté la retraite de l'Alberta à la réunion annuelle de son Conseil tenu en mai. Le geste de l'Alberta étant déjà un fait accompli, les membres du Conseil n'avaient guère d'autre choix que d'appuyer la motion de radiation. Trois universités se sont abstenues de voter et les autres ont appuyé la motion.

Les membres de l'Association albertaine avaient approuvé le geste lors d'un vote tenu en mars et les discussions subséquentes intervenues entre les représentants de l'ACPU et l'association locale n'avaient

Voir ALBERTA/8

Retirement key issue at CAUT Council

by Helen Baxter
Bulletin Editor

The CAUT Council, meeting in Ottawa in May, approved a permanent policy on mandatory retirement and resolved to continue its battle in the courts aimed at establishing its policy.

The policy was first formulated in 1979 and calls for "a flexible system which would allow early retirement without actuarial penalty, an equitable voluntary reduced workload status, an adequate pension at 65 for those who wish to retire at that age, and the right for those 65 or over to continue in employment."

The litigation to back the policy was initiated by CAUT in 1985, in conjunction with OCUFA. A test case involving seven faculty members and one librarian in three Ontario universities is now before the Ontario Supreme court.

It is estimated that, if the case goes to the Supreme Court of Canada, costs to CAUT could rise to between $250,000 to $300,000, spread over a number of years. The money to support the court action will be drawn from the Association's reserve funds. The Council approved the expenditure in view of the importance of the issues involved both to members of the university community and to Canadians at large.

There are two key issues at stake in the case now before the Ontario court.

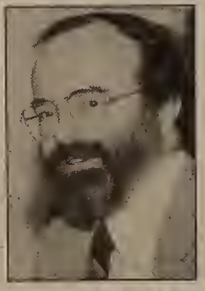
The first pertains to the viability of the Ontario Human Rights Code in light of provisions contained in the Canadian Charter of Rights and Freedoms. The Ontario Code prohibits discrimination in employment matters on the grounds of age, but only for those between the ages of 18 and 65. People over the age of 65 are not protected by the Code.

The Charter, on the other hand, makes no exception respecting discrimination on the grounds of age.

CAUT is confident the outcome will demonstrate that the Ontario code is in breach of the Charter in this area.

The second issue at stake centres on whether section 15 of the Canadian Charter of Rights and Freedoms applies to the universities and whether the Charter's prohibition of discrimination based on age prevents universities from

See RETIREMENT/3



CAUT elects new president — Prof. Al Sharp of UNB.

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À la rédactrice / To the editor

Opening cancelled

We live in the age of the disappearing job. A position is advertised, perhaps hundreds of applications arrive, and then the opening is cancelled because of "unforeseen difficulties," usually budgetary. But the interval between the appearance and the disappearance of the job seems to be shortening.

Your April issue carried an advertisement for a Full Professorship in Humanities at Brock University. No-one who regularly reads this journal will need an explanation of why a B.C. academic wants to move. Two days after seeing the advertisement, I spent about two hours preparing an application, which was dated 23 April. Since the deadline was 30 April, I sent it special delivery. On 2 May I received a letter from Brock, which I assumed was an unusually rapid (given the state of the mails) acknowledgement. But no: "unforeseen difficulties" had led to the cancelling of the appointment. This must have happened well before the deadline for applications! The foresight needed to "foresee" these "difficulties" cannot have been very great — about two weeks in fact!

Many hours, much postage and paper, much discussion, must have been wasted on this non-existent opportunity, and I know that this case is far from unique in recent years. Since academia is at present a buyer's market, I would urge that CAUT take some action to protect the rights of applicants by warning institutions not to advertise until they are at least 99% certain that the vacancies will actually occur.

Name withheld on request

Timing impeccable

The timing of Tom Carney's letter in the March 1986 *Bulletin* was impeccable. A few pages after his call for teaching evaluation by means of a broad range of documentary sources comes the second edition of the CAUT Guide to the Teaching Dossier — which provides a means for faculty to do just that! But Tom's letter is based on a partial misunderstanding of what I wrote in my review of Roe and McDonald's excellent guide to evaluation in post-secondary education (*CAUT Bulletin*, November 1985). A careful reading of my article will show that I nowhere suggest that research productivity or administrative functions should be counted as indicators of teaching ability. (Indeed I have written at length elsewhere about the absence of any meaningful, consistent statistical relationship between measures of good teaching and scholarly output.) Nor is this suggestion made by Roe and McDonald.

My point was simply that the book whose title refers to "evaluation in post-secondary education" (not instructional evaluation) ignores two aspects of faculty performance (scholarship and administration) that are an important basis for tenure, promotion, and other career decisions. I suspect I know the reason for Roe and McDonald's omission, which is that evaluation of teaching effectiveness is somewhat problematical and controversial, whereas evaluation of research and administration is simply taken for granted. In my experience administrative service generally goes unscrutinized (at least by any systematic method) in most Canadian universities. In the case of research output there is a common folklore that it is easy to measure, and indeed it is not difficult to count publications and research grant income (just as it is easy to count number of courses taught and students enrolled) — but much more difficult to provide evidence for research *effectiveness*.

This is just to argue, of course, that indeed teaching is important, and that it deserves to be evaluated as well as possible, using the wide range of information sources that Tom Carney reviews in his letter.

Christopher K. Knapper
Director
Teaching Resources and Continuing Education
University of Waterloo

Serious accusation

This letter is a response to Harry Beissel's "disturbed" state that has been brought about by the activities of Robin Mathews. Mr. Beissel in the recent *Bulletin* has interpreted Mathews' "position" as having a "racist tendency". It is, of course, Beissel's right to interpret anything as he likes but when the charge of being "racist" is made, this serious accusation needs to be looked at more closely. And Mathews' critics use the term with incredible flippancy, obviously reflecting their broadmindedness.

Mathews does not need anyone to defend him; he is quite capable of defending himself and he does so with consummate skill. Nonetheless, the excessive accusations of "racism" have to be questioned as in some quarters this is then extended to be fascist. There is nothing racist about Mathews' intent nor actions (and Mathews and I have been known to disagree on numerous issues).

Many of Mathews' critics state that they support or share Mathews' concerns but object to his "racism". Does this support of such individuals suggest that they too are only slightly tainted with racism? How and where is there a dividing line between the various types of racists?

One cannot, of course, admit that a "racist" was right yet it has now become legitimate, indeed fashionable, in the academic community to express concern for the difficulty that Canadian nationals (including Inuits, etc.) of getting university positions. (Something like the academies who claim they opposed the War Measures Act of 1970 when, in fact, they supported it). But Mathews and Steele took up the cudgel in defense of the Canadian nationals and their right to equal opportunity of access to university teaching posts.

One wonders about Beissel's position since he "shares Professor Mathews' concern about the large number of non-Canadian faculty in our universities"; does this sharing translate into the racism of which he accuses Mathews? It would be interesting to see what Beissel has done in "sharing" his "concern" other than accuse an activist of being "racist".

The distressing and disturbing element in this whole issue is that despite Mathews' actions, the situation has changed little while individuals like Beissel continue to criticize Mathews rather than doing something positive (and risking their independence, positions, intellectual virginity or whatever they fear they will lose in taking a stand in defense of Canadian nationals).

Foster J.K. Griezic
Dept. of History
Carleton University

New math

In the January Forum, J.W. Osborn asserted "A whole generation of children have already been potentially damaged by innovations in school education", including the new maths. I assume he was objecting to ill-conceived and unsuccessful innovation, rather than all innovation, and considers the "new math" curriculum an innovation which has been shown to be harmful.

I would appreciate receiving from your readers references and data that might serve to test this view, and materials describing the development and implementation of the new math program in Canada. The issue is of some importance in my profession because we find ourselves attempting to teach a subject with deep mathematical structure to students with pre-Newtonian mathematics.

David Robinson
Otonabee College
Trent University

Three propositions

I would like to put three propositions to Professor Hilborn. The first is that, with so many tactical nuclear weapons in the field, the opening of armed conflict in Europe will inevitably result in nuclear shells being fired. The second is that once nuclear weapons are fired there will be an escalation to a full scale nuclear war which will destroy us all. The third is that NATO forces, if sufficiently armed with conventional weapons, can halt a Soviet attack. I might add that this is the view of General Bernard Rogers.

Which of these propositions are fallacious? It seems to me that, only if he can show that one of these propositions does not hold up, can Professor Hilborn reasonably hold to the view that the US should remain committed to threatening the use of nuclear weapons to deal with a conventional attack.

Let me add that he may be right that it would be impossible to verify an agreement to give up tactical nuclear weapons. I hope he is wrong: because even if the US were to promise not to be the first to use nuclear weapons, as long as tactical weapons remain at the disposal of commanders in the field, I fear they will be used with tragic results.

Joseph Levitt
Dept. of History
University of Ottawa

Blood-money

Prof. Christian's argument concerning the impact on South African blacks of a massive divestment from the country *(CAUT Bulletin)*, April, 1986) is another chapter in the continuing saga of how to complexify a simple issue: Do we condone blood-money or not? To argue for the status quo is to argue for business-as-usual; to argue for business-as-usual is to argue for apartheid-as-usual. We have tried the Sullivan Principles and Constructive Engagement, to no avail. If Dr. Christian has a better idea let him tell it. Meanwhile divestment is proving very effective indeed. Do we consider the blacks so craven as to be unwilling to undergo short-term pain for permanent relief? What do *they* say? A national poll of South African blacks taken by the *Sunday Times* in the Fall of 1985 showed that 77% of South African blacks support economic sanctions.

The overwhelming cry of blacks in South Africa is DIVEST! To be sure, blacks can be found who speak against divestment. The most prominent being the one quoted by Dr. Christian: Zulu chief Buthelezi. Dr. Christian gives the impression that Buthelezi speaks for a vast constituency. The poll, taken by the *Sunday Times*, mentioned above, revealed that Buthelezi was the choice of a mere 6% of those asked who would be their choice of a leader for South Africa. By contrast, 49% chose Nelson Mandela, still languishing in jail, and a further 24% picked Bishop Tutu. Even among his own people, the Zulu, Buthelezi could muster only a 24% vote. Buthelezi happens to be a hereditary chief. His "leadership" could hardly be said to be based on the persuasion of his politics.

Vito Signurile, Ph.D.
Department of Sociology and Anthropology
University of Windsor

CENSURED ADMINISTRATIONS

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

Note:
The CAUT Council recommends that faculty members not accept appointments at censured universities. Advertisements for vacant positions are not carried in the *Bulletin* for universities under censure.

McGill University
Dean of the Faculty of Dentistry

Nominations and applications are invited for the position of Dean of the Faculty of Dentistry of McGill University. The appointment, effective 1 June 1987, is normally for a five-year term and may be renewed.

The Dean of Dentistry is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

The Faculty of Dentistry accepts 40 students yearly into a four-year program leading to the D.D.S. degree. In addition, the Faculty offers a post-graduate multi-disciplinary residence program and specialty training in oral and maxillo-facial surgery. The Faculty is located on the main campus, with its own branch library, and provides clinical instruction in four McGill teaching hospitals.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most usetul if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by September 30, 1986, to:

Dr. S.O. Freedman
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec
H3A 2T5

La réunion du Conseil de l'ACPU — 1986

La retraite obligatoire — toujours une question clé

par Helen Baxter, Rédactrice du Bulletin

Le Conseil de l'ACPU, à sa réunion de mai à Ottawa, a approuvé une politique permanente concernant la retraite obligatoire et a décidé de continuer sa bataille judiciaire destinée à établir sa politique.

La politique, formulée en 1979, préconise "un système souple qui permettrait la retraite anticipée sans pénalité actuarielle, une tâche volontairement réduite et équitable, une pension adéquate à 65 ans pour ceux qui désirent se retirer à cet âge et le droit pour les 65 ans et plus de continuer à travailler".

L'ACPU a amorcé en 1985, de concert avec l'UAPUO, le procès destiné à appuyer la politique. La Cour suprême d'Ontario est actuellement saisie d'une cause type concernant sept professeurs et un bibliothécaire de trois universités ontariennes.

On estime que, si l'affaire va devant la Cour suprême du Canada, il pourrait en coûter à l'ACPU entre $250,000 et $300,000 répartis sur un certain nombre d'années. Les fonds servant à faire les frais du recours en justice viendront des réserves de l'Association. Le Conseil a approuvé la dépense du fait de l'importance des questions en jeu pour les membres de la collectivité universitaire et l'ensemble des Canadiens.

Deux questions clés sont en jeu dans l'affaire dont le tribunal ontarien est saisie.

La première concerne la viabilité du Code des droits de l'homme d'Ontario à la lumière des dispositions de la Charte des droits et libertés du Canada. Le Code ontarien interdit la discrimination en matière d'emploi pour des raisons d'âge, mais seulement dans le cas des personnes de 18 à 65 ans. Le Code ne protège pas les plus de 65 ans.

La Charte, d'autre part, ne fait pas d'exception touchant la discrimination pour des raisons d'âge.

L'ACPU est convaincue que l'issue de l'affaire montrera que le Code ontarien viole la Charte en la matière.

La second question est celle de savoir si l'article 15 de la Charte des droits et libertés s'applique aux universités et si son interdiction de la discrimination fondée sur l'âge empêchent les universités de mettre les professeurs à la retraite contre leur gré à 65 ans.

La Charte protège les personnes qui travaillent dans la sphère des opérations gouvernementales à l'échelon fédéral, provincial et municipal. Le degré de protection assuré aux personnes du secteur privé n'est pas clair. L'ACPU est résolue à établir que, parce qu'elles sont régies par des statuts provinciaux, les universités tombent sous l'égide générale du gouvernement et leurs employés sont visés par la Charte.

Si l'ACPU et l'UAPUO réussissent à établir ce second point, l'affaire aura des incidences immédiates d'envergure nationale.

L'exécutif de l'ACPU

Le Conseil de l'ACPU a élu son exécutif pour 1986-87.

M. Allan Sharp, professeur de physique à l'Université du Nouveau-Brunswick (campus de Fredericton), est le nouveau président de l'ACPU. Le Pr Sharp a été vice-président (Affaires externes) de l'ACPU en 1985-86 et a été élu pour la première fois au Bureau de direction de l'ACPU en 1981.

M. Bob Kerr, qui est attaché à la Faculté de droit de l'Université de Windsor, exercera un second mandat de vice-président (Affaires internes). Le Pr Kerr a été président du Comité des négociations collectives de l'ACPU durant trois ans avant d'être élu vice-président en 1985.

M. John Evans, du Département de psychologie de l'Université Memorial, a été élu vice-président (Affaires externes). Il a été trésorier de l'ACPU de 1984 à 1986 et a été élu pour la première fois au Bureau de direction de l'ACPU en 1981.

M. Victor Catano, du Département de psychologie de l'Université Saint Mary's, a été élu trésorier de l'ACPU. Le Pr Catano faisait partie du Bureau de direction depuis 1981 et a siégé à un certain nombre de comités spéciaux.

Le Pr Ed Anderson, qui est attaché à la Division de l'éducation permanente de l'Université du Manitoba, est le président précédent de l'Association.

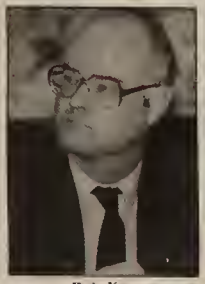
Examen extérieur de l'ACPU

Le Conseil a approuvé l'établissement d'un comité extérieur chargé d'examiner l'Association et, au besoin, de proposer des changements à y apporter. Les points examinés comprendront:

- ☐ les buts de l'Association;
- ☐ l'organisation de l'Association;
- ☐ la relation entre l'Association, les associations provinciales membres et les associations locales membres;
- ☐ une structure de cotisation et une procédure de votation de nature à faciliter la réalisation des buts de l'Association.

Le comité de trois membres aura à terminer son examen et à présenter son rapport au Bureau de direction de l'ACPU d'ici à février 1987.

Le Conseil a approuvé l'affection d'un budget de $75,000 à l'examen.



Bob Kerr

John Evans

Frais de scolarité et aide aux étudiants

Le Conseil a adopté un Rapport de l'ACPU sur les frais de scolarité et l'aide aux étudiants et a approuvé une politique relative à ces questions.

Selon la politique, accès à un enseignement postsecondaire de qualité doit être garanti à chaque étudiant qui a les aptitudes nécessaires et qui y est intéressé. A cette fin, elle propose ce qui suit:

- ☐ que les obstacles financiers à cet accès soient éliminés et que l'enseignement postsecondaire soit entièrement financé par la fiscalité générale;
- ☐ qu'un fonds spécial soit établi pour payer le coût de programmes destinés à réduire les obstacles non financiers à la fréquentation de l'université par des éléments particuliers de la population;
- ☐ que soient rejetés les systèmes de bons proposés par la Commission Macdonald;
- ☐ que soient rejetés les systèmes de remboursement conditionnel;
- ☐ que soit institué un revenu annuel minimum garanti au bénéfice des étudiants.

*****

Le *Bulletin* de septembre fera encore écho aux questions soulevées à la réunion du Conseil.

Composition of CAUT Council still predominantly male

by Jane Gordon
Chair, CAUT Status of Women Committee

Jane Gordon was a delegate to the 1986 CAUT Council from Mount Saint Vincent University.

This summary of the events of the 14th CAUT Council meeting deals only with the issues raised there that are of direct concern to women.

On the opening night of Council, the Status of Women Committee hosted its first "official" Women's Caucus. This gathering was arranged by Carolyn Attridge, who completed her term as Chair of the Status of Women Committee at the end of Council. I would like to say a public thank you to Carolyn for her dedication to the Committee and her leadership in getting the newly (re)constituted standing committee off in an excellent direction. Carolyn's sense of humour and constant cheeriness always enlivened sometimes lengthy meetings.

The Caucus itself was a well-attended informal gathering and served as a useful context to gather concerns and point out up-coming issues of special concern to women. It was also an occasion to make informal contacts with others at the meeting. We hope that caucus gatherings will become an annual event at Council.

CAUT Council approves daycare provisions.

Council, itself, is still predominantly male. Examining the list of delegates, I discovered that 48 were male and 12 female; of the official alternates 29 were male and six female. Of university delegates of two or more, 11 were all male and three all female. The current practice of using first initials made it impossible to identify all names or determine whether figures had changed since last year. It is *your* faculty association which selects delegates for Council. If the issue of representation is of concern, then the place to start trying to change it is at your local level. This year's Council has taken some significant action which should facilitate the participation of women in its deliberations.

The most significant resolution passed at Council, from the point of view of the Committee, was one which will provide for childcare at Council meetings to be paid for by CAUT. CAUT will also reimburse reasonable expenses for childcare arrangements made by individuals which involve caring for children at home. A successful motion from the floor extended these provisions to all Board and Committee meetings. This should help to ensure that responsibility for parenting is not an obstacle to the participation of women in CAUT activities.

Council's almost unanimous commitment to childcare demonstrates in a concrete way the CAUT's commitment to positive action programs designed to improve the status of women. This action is particularly commendable in light of the financial cutbacks CAUT will be experiencing in the next fiscal year. Here I might suggest parenthetically that individual faculty associations might be encouraged to adopt similar policies concerning the participation of those with parenting responsibilities in their own executive or committee activities.

Other agenda items which concerned women's issues or the work of the committee included the tabling of the Committee's annual report. Your delegate to Council should have a copy should you wish to see the complete report. Major activities of the past year have been discussed in this column. Let me, however, summarize some of the highlights.

A great deal of effort has gone into the dissemination of information and explanation of the CAUT positive action document. A model clause on positive action was developed in conjunction with the Collective Bargaining Committee and approved by the 1986 Council. The development of a network of individuals on Canadian University campuses concerned with status of women issues was also regarded as a major achievement facilitating two way communication. Our workshop in Calgary was well attended and received and next year's workshop will focus more concretely on methods to implement positive action. The regular *Bulletin* column served to keep the committee's activities before CAUT members. We have begun to monitor policies on sexual harassment and have had a far-ranging discussion of appointment, tenure and promotion from a woman's point of view. These are on-going concerns.

A Brief to the Parliamentary Task Force on Childcare has been prepared on the Committee's behalf and will be presented about the time you receive this *Bulletin*. This report was adopted by Council. It draws heavily on CAUT Benefits Surveys to document the minimal amount of daycare available on most university campuses and the way in which the absence of such facilities are a form of systemic discrimination.

There was a great deal of discussion at Council about the court challenge being made by CAUT to the issue of mandatory retirement. CAUT favors a flexible retirement system with adequate pensions. This ought to be of direct interest to women, whose career paths in academe often begin later and follow different patterns than their male colleagues. While this is not directly a women's issue, the outcome of this court challenge will be significant for women.

At the Board meeting which followed Council I was elected the new Chair of the Status of Women Committee for a three year term. I teach in the Sociology-Anthropology Department at Mount St. Vincent University in Halifax and have been actively involved in the Women's Studies program there. I've been involved with

See WOMEN/12

Négocions/ Bargaining

Sally Swimmer/CAUT

Quebec

An agreement has been reached at Sherbrooke to delay any decision on the proposed layoff of 25 faculty members until August 25 of this year. In an agreement approved by the Syndicat des professeurs de l'Université de Sherbrooke (SPUS) and the Conseil d'administration, the university will postpone identification of positions to be cut until that date. This should mean that the positions affected in the Faculty of Theology, Departments of Philosophy and English Studies, and the School of Music will continue to exist through the 1986-87 academic year. The agreement also includes the establishment of a parity committee to review the situation and make recommendations prior to any decisions taken after August 25.

Ontario

An agreement has been reached by the Consultative Committee on Faculty Compensation at Queen's for an across-the-board salary increase of 4.25% in 1986-87. Salary floors at each level will increase by 4.25%. The floor of the Assistant Professor level will be raised by an additional $500. Up to $200 in professional expenses may be reimbursed. The settlement also includes provisions for increases in merit and career development increments with an average value of 1.9%, and an anomalies fund increase of 0.6%.

In mid-April, members of the Trent University Faculty Association ratified a compensation package which will come into effect on July 1, 1986. The current three-year agreement, which covers the period July 1, 1984 to June 30, 1987, provides for an annual salary and benefit re-opener. The compensation agreement for 1986-87 stipulates a three percent increase on July 1, 1986 and a one percent increase on January 1, 1987 (making a combined average increase of 3.5%). Benefit improvements costed at 1.4% and an anomaly adjustment increase of .75 of one percent increase the value of the settlement by 2.15%. The new agreement also provides for a flexible benefit of $100 per bargaining unit member which may be applied to a number of mutually agreed upon items, including research and use of the university's athletic facilities.

Earlier this year, The Faculty Association of the University of Waterloo and the Board of Governors negotiated a Memorandum of Agreement that provides for a binding and legally enforceable dispute resolution mechanism. The agreement acknowledges the Faculty Association's representation of its members in regard to faculty salaries and benefits and to policies governing terms and conditions of employment. Procedures outlined for annual salary and benefit negotiations include the formation of a Faculty Salary Committee prior to November 1 of each year. The Committee will be composed of three members from each side and a non-voting Chair who will be a Faculty Association member and whose appointment will be agreed to by both parties. If agreement is not reached by February 27 the Presidents of the Faculty Association and the University may be asked to meet with the Committee. If the impasse continues, a mediator will be appointed. The mediator's report will be made public after a specified time if a resolution still has not been obtained. If agreement cannot be reached by May 15, the Chair of the Faculty Salary Committee will select the final position of one of the parties. The Memorandum of Agreement is in effect until June 30, 1990.

In April, faculty at The University of Western Ontario ratified a new agreement for 1986-87. The agreement is "end-loaded" with part of the increase payable in May and the remainder in November. Effective May 1, 1986 there will be a scale increase of 1% and a PTR value of $1,041 (2% of the average salary at Western). On November 1, there will be a second across-the-board increase of 2% and a selective increase (formerly called SAI or merit) of 2.5%. Salary floors will be increased by 5.5%. The Long Term disability will be raised to $5,000 per month using unspent monies in the Professional Development Allowance Plan. The Memorandum of Agreement commences May 1, 1986 and remains in effect until June 30, 1987. This expiry date will allow subsequent salary years to correspond with those at most other Ontario universities which run from July 1 to June 30 of the following year.

Alberta

A tentative agreement has been reached at the University of Alberta between the Faculty Association (AAS:UA) and the Board of Governors with respect to salaries and benefits for 1986-87. At the time of writing the membership had not yet voted on the settlement which the AAS:UA Council is recommending.

Commentaire sur l'Université de Sherbrooke

La Société canadienne de théologie proteste a fermeture appréhendée des programmes de théologie

Le texte suivant traite de la réaction des membres de l'exécutif de la Société canadienne de théologie à la fermeture appréhendée de tous les programmes de théologie de l'Université de Sherbrooke:

La communauté universitaire de Sherbrooke et la population en général ont été informées d'une hypothèse de fermeture de tous les programmes de théologie donnés à Sherbrooke, (de même que de la plupart des programmes en philosophie et en langue anglaise), hypothèse qui est présentée à la partie syndicale en vue d'une décision devant être prise avant le 25 août 1986. Il ne nous appartient pas de porter un jugement sur les raisons qui ont amené l'Exécutif de l'université à faire cette recommandation, mais nous tenons à exprimer notre avis sur les conséquences d'un tel geste pour l'avenir de l'Université de Sherbrooke et la région qu'elle dessert, et pour la société québécoise dans son ensemble.

Nous croyons que:

☐L'université a besoin de la théologie;

☐La place de la théologie est à l'université;

☐La Faculté de théologie de Sherbrooke comporte des secteurs d'excellence et un noyau de théologiens et théologiennes compétents et reconnus.

L'université a besoin de la théologie

La question religieuse est aussi ancienne que l'homme lui-même, et elle demeure toujours actuelle. Cette question est centrale pour lui parce qu'elle concerne le sens qu'il donne à son existence, qui conditionne tout son agir et tous ses engagements. Le sérieux et l'importance de cette question exigent qu'elle soit abordée et scrutée de façon rigoureuse et systématique là même où toutes les autres questions qui préoccupent l'homme sont étudiées et approfondies, c'est-à-dire à l'université.

Autrement, non seulement on troquera une université véritable pour une grosse école professionnelle, mais surtout la formation qui y sera donnée risquera d'être gravement déséquilibrée et même tronquée, parce que l'on n'y fera plus place à la réflexion sur le monde des valeurs éthiques et religieuses.

La même hypothèse implique en effet qu'on ferme aussi le département de philosophie. A côté des spécialistes des sciences exactes, il n'y aura donc plus les représentants des savoirs qui portent sur l'homme comme sujet (sciences et type herméneutique), auteur responsable du sens de son histoire.

Quel choix de société y-a-t-il derrière une décision comme celle qui est en train d'être prise à Sherbrooke? En considérant théologie et philosophie comme des champs d'intérêts mineurs, qu'on peut facilement éliminer, ne fait-on pas un choix idéologique qui consiste à privilégier un modèle de société axé uniquement sur la production et sur l'efficacité technique? Un tel modèle de société ne risque-t-il pas de se trouver dépourvu de référence aux fins de l'existence individuelle et collective, et intéressé unilatéralement à l'ordre des moyens, des objets, des conditionnements?

Or dans une société qui privilégie la rationalité technique, certes précieuse dans son ordre, la théologie (avec la philosophie) devient un des rares lieux où est encore possible une critique post-moderne de la modernité, où l'on réfléchit sur les enjeux éthiques des changements technologiques.

La théologie a besoin de l'université

Le savoir théologique fait partie des disciplines de l'esprit. Il est herméneutique du croire humain diversifié, herméneutique d'une tradition chrétienne qui nous a façonnés et qui représente à tout le moins un enjeu culturel certain, intelligence d'une foi certes particulière mais qui est celle partagée par la majorité de nos concitoyens.

A ce titre, il a un besoin vital d'être pratiqué là même où toutes les autres grandes disciplines sont pratiquées avec rigueur et méthode, dans une dialectique continuelle avec les autres savoirs connexes que sont la philosophie, la sociologie, l'histoire, etc. La place de la théologie est à l'université pour entrer précisément dans le difficile procès universitaire de la recherche de la vérité et collaborer au concert des discours sur la personne humaine.

En Allemagne, par exemple, les facultés de théologie, catholiques et protestantes, font partie depuis toujours, tout naturellement, des universités publiques, ce qui explique en bonne partie l'importance et la qualité de la production théologique de ce pays.

The executive members of the Société canadienne de théologie comment on the consequences of the planned closure of the Department of Theology at the University of Sherbrooke for the future of the University, the region and Québec society as a whole.

Photo par le centre de l'Audio-visuel de l'Université de Sherbrooke — G. Davin

En prenant la décision de fermer tous les programmes de théologie, c'est de tout cela qu'on priverait irrémédiablement la région de Sherbrooke. Pourquoi devrait-on soudain aller à l'encontre de ce qui a été fait dans les 20 ou 30 dernières années en terme de décentralisation? Pourquoi priver cette université et cette région de son acquis en la démantelant peu à peu, principalement dans le secteur des sciences humaines au profit du secteur technologique?

La Faculté de théologie de Sherbrooke

La Faculté de théologie de Sherbrooke a son mérite. Elle a manifesté depuis son origine un intérêt marqué pour la formation d'éducateurs chrétiens: catéchètes, pasteurs scolaires, en plus de donner la formation théologique de base aux futurs prêtres du diocèse et aux agents de pastorale laïcs, hommes ou femmes, de la région.

Les théologiens et théologiennes y sont préoccupés des questions actuelles qui se posent à la société et à l'Eglise québécoises, et ils tiennent à axer leur réflexion sur ces questions. Les nombreuses publications issues de cette Faculté, leur large diffusion et leur bon accueil par la critique en sont un autre signe. Seulement l'an dernier (1984-1985), cinq (5) livres importants ont parus, signés par des auteurs sherbrookois, sur différents sujets allant des questions fondamentales *(L'option fondamentale de Jésus)* par Jacques Doyon; *Le messianisme de Louis Riel* par Gilles Martel) à la recherche appliquée *(Dieu écrit-il dans les marges?* et *Les évêques et la crise économique* par Louis Racine, en collaboration; *L'enseignement des religions dans les écoles, l'expérience américaine, anglaise, canadienne* par Fernand Ouellet).

Plusieurs professeurs de Sherbrooke ont occupé des postes à l'exécutif de la Société canadienne de théologie, qui, avec ses 250 membres, réunit l'ensemble des professeurs et des chercheurs en théologie du Canada français: Jacques Doyon a été président de 1977 à 1980 et est actuellement trésorier; les professeurs Lucien Vachon, Louis Racine, André Bédard, Léandre Boisvert ont aussi déjà fait partie de notre exécutif. Plusieurs professeurs de Sherbrooke ont participé comme intervenants à nos congrès annuels, avec des textes importants qui, pour la plupart, ont été publiés. On peut nommer parmi ceux-là les professeurs Louis Racine, Marie Gratton Boucher, Jacques Doyon, André Bédard, Léandre Boisvert, Jacques Fillion, Louise Melançon...

Les professeurs Marie Gratton Boucher et Louise Melançon font figure de chefs de file au Québec en théologie féministe. Le professeur Fernand Ouellet jouit d'une large reconnaissance au Québec et au Canada pour ses recherches sur la rencontre des religions et sur l'éducation interculturelle. Enfin les nombreux diplômes que décerne cette faculté (baccalauréat en théologie, maîtrises en théologie, en pastorale, en enseignement religieux, en sciences humaines des religions, certificat de culture religieuse) manifestent son attention aux divers besoins des gens de la région.

On peut donc dire qu'il y a à Sherbrooke une intense activité théologique qui rayonne bien au-delà du milieu immédiat de l'Université. Nous comprenons mal que subitement on décide d'interrompre cette activité, sans proposer de solution de rechange.

C'est pourquoi, nous, les membres de l'Exécutif de la Société canadienne de théologie, tenons à nous joindre à ceux qui ont déjà exprimé leur appui à la Faculté de théologie de Sherbrooke, et nous assurons ses membres et tout son personnel de notre entier support et de toute l'aide que nous pourrions leur fournir dans cette lutte qui nous concerne tous.

Universities urged to foster ties with industry

by Helen Baxter
Bulletin Editor

"Bad" and "good news" characterized speeches on the prospects for university and research funding in Canada by two prominent Canadian academics and former senior bureaucrats to the 1986 CAUT Council.

Dr. A.W. Johnson, professor of political science at the University of Toronto, and Dr. Gordon McNabb, professor of electrical engineering and associate to the principal at Queen's, both spoke on the subject of university and research funding from extensive experience working with politicians and at senior levels of the federal bureaucracy.

Dr. Johnson served as president of the CBC from 1975 to 1982. Prior to that, he held senior positions in the Department of National Health and Welfare, the Treasury Board and the Department of Finance.

Dr. McNabb has just completed a nine-year term as president of the Natural Sciences and Engineering Research Council (NSERC). His position followed a long career with the federal Department of Energy, Mines and Resources.

Giving the "bad news" first, Dr. Johnson, who is author of the 1985 report *Giving Greater Point and Purpose to the Federal Financing of Post-Secondary Education in Canada*, said the issue of funding of higher education is "no longer an issue of education but an issue of petty bureaucracies." In the debate between the provinces and the federal government, "the universities and students have been totally forgotten," he said.

"Logic", he added, "doesn't have an excessive place in government."

Tracing a brief history of the funding situation, Dr. Johnson said the universities' troubles began with the Established Programs Financing (EPF) Act of 1977. The legislation should have been called "the Empty of Purposes Act," he said.

With this act, the federal government was saying in essence that it would no longer be playing a major role in the financing of universities. It would pass the money to the provinces but not tie the contributions to the post-secondary education sector. The transfers became unconditional "no-purpose fiscal transfers", Dr. Johnson said.

The government further expressed its lack of interest when, in 1984, it brought the post-secondary education portion of the federal transfers under the federal restraint program (the famous "6 and 5" program).

Since then, the problems begotten by EPF have worsened. In its 1986 budget, the federal government delivered on a promise to cut $2 billion from the transfers to the provinces (Bill C-96).

"The government is in the course of vacating its role in the core financing of the universities, leaving them squarely in the hands of the provinces, which in turn have not generally shown a large interest in financing the universities," Dr. Johnson said. He expressed "no hope" that the federal government would reverse its decision on Bill C-96.

"What this means is that we are going to have a longer road to hoe than simple amendments to EPF, such as you and I recommended," Dr. Johnson told the CAUT.

If the federal government continues on the ame path, the cash payments to the provinces for higher education will gradually disappear, and sometime in the 1990's, there will no longer be a federal presence in the area.

What can the universities do?

"We could try to persuade M.P.s to relink federal contributions to universities and colleges...It's not the perfect solution, but when you're facing execution, a temporary stay may not be a bad idea," Dr. Johnson said.

Then, he turned to his "good news". Experience had shown him there was a new ingredient in the management of public affairs...the potential offered by going over the heads of governments, directly to the public.

He urged the academic community to get the message across to the people themselves of what is happening to the quality of education and the implications of this for their children. They will be "stunned" to see a future with no federal role in higher education.

"I believe profoundly that the public really cares," he said.

Dr. McNabb, fresh from his experience at NSERC, addressed the prospects of future funding for university research, and for NSERC in particular.

He offered a "pessimistic" view, but one tempered with some hope.

In the wake of the government's February budget, which announced what was essentially a five-year budgetary freeze, Dr. McNabb predicted that NSERC's spending power would continue to drop through to the 1990's. Any real gain in spending power would have to come from private sector contributions.

"Even if that increases, the federal reductions will make it difficult even to tread water at the 1984/85 level," he said.

Dr. McNabb observed that the situation will also leave Canada heavily dependent on imported research talent. He later questioned, in a follow-up discussion, how Canada could call itself a developed nation when we are so dependent on research talent from outside the country.

Dr. McNabb pointed to the situation's "serious ramifications for the last bastion for basic research."

It is "disturbing to see the potentially dramatic move away from basic research — the key to long-term stability of the country."

Dr. McNabb painted a picture of a government that was unresponsive and indifferent to its senior advisors.

He expressed regret that, as head of NSERC, he had not been "part of the answers" to the funding problem. The government had given him "no responses" and offered no opportunities for debate over the final decisions.

"I left the battlefield, and didn't enter into any conflict," he said.

Dr. McNabb said any present solutions to the funding problem lay in a better understanding between the universities and industry. Here, he offered some hope.

Peter Jones
Dr. Gordon McNabb

He was "heartened," he said, by the new relationship between NSERC and industry. As an example, he pointed to the growth in the number of jointly funded research chairs.

Not all funding provided by industry is for short-term, problem-solving projects, he said. There was an increased interest there in basic research.

Dr. McNabb urged members of the CAUT to foster the relationship with industry rather than putting energy into lobbying the government. It would be of "no use" and "counter-productive" to continue to lobby the government, he said.

"There is no possibility of them changing their minds."

There is no alternative at present but to support the matching formula (the federal government's program to match private sector contributions to the granting councils with government money) and this will require better communication with the private sector than there ever has been before. It will be necessary for the individual faculty member to get out and secure the funds, he said.

He advised also that researchers seek the broad support of faculty, graduate students and their parents in the struggle for research funds. It would be hard to dismiss arguments on behalf of the future talent of this country, he said.

Deux canadiens éminents parlent au Conseil

par Helen Baxter,
Rédactrice du Bulletin

De "bonnes" et de "mauvaises" nouvelles ont marqué les discours sur les perspectives du financement des universités et de la recherche au Canada prononcés par deux universitaires canadiens éminents et anciens hauts bureaucrates à la réunion de 1986 du Conseil de l'ACPU.

M. A.W. Johnson, professeur de sciences politiques à l'Université de Toronto, et M. Gordon McNabb, professeur de génie électrique et adjoint du principal de Queen's, ont tous deux parlé du financement des universités et de la recherche dans l'optique de la vaste expérience qu'ils ont acquise en travaillant avec des politiciens et à des échelons supérieurs de la bureaucratie fédérale.

Peter Jones
M. A.W. Johnson

M. Johnson a été président de Radio-Canada de 1975 à 1982. Auparavant, il avait occupé des postes supérieurs au Ministère de la Santé nationale et du Bien-être social, au Conseil du Trésor et au Ministère des Finances. M. McNabb vient de terminer un mandat de neuf ans comme président du Conseil de recherches en sciences naturelles et en génie (CRSNG). Son poste lui a permis d'être longtemps en contact avec le Ministère fédéral de l'Energie, des Mines et des Ressources.

Commençant par les "mauvaises nouvelles", M. Johnson, auteur du rapport de 1985 *Pour une meilleure orientation du financement de l'enseignement postsecondaire et de la recherche par le Gouvernement du Canada*, a dit que le financement de l'enseignement supérieur "n'est plus une question d'enseignement, mais de petites bureaucraties". Dans le débat entre les provinces et le gouvernement fédéral, "les universités et les étudiants sont complétement oubliés", a-t-il dit.

"La logique, a-t-il enchaîné, n'occupe pas une place excessive au gouvernement."

Faisant brièvement l'historique du financement, M. Johnson a dit que les difficultés des universités ont commencé avec la loi de 1977 sur le financement des programmes établis (FPE). Il faudrait appeler la loi "la loi sans but", a-t-il dit.

Par la loi, le gouvernement fédéral disait essentiellement qu'il ne jouerait plus un rôle principal dans le financement des universités. Il passerait l'argent aux provinces, mais ne lierait plus ses contributions au secteur de l'enseignement postsecondaire. Les transferts sont devenus des "transferts fiscaux sans but inconditionnels," a dit M. Johnson.

Le gouvernement a, en outre, exprimé son manque d'intérêt quand, en 1984, il a placé la partie destinée à l'enseignement postsecondaire des transferts fédéraux sous le régime du programme du resserrement fédéral (le fameux programme du "6 et 5").

Depuis, les problèmes engendrés par le FPE ont empiré. Dans son budget de 1986, la gouvernement fédéral a réduit de deux milliards, comme il l'avait promis, les transferts aux provinces (bill C-96).

"Le gouvernement fédéral est en train d'abandonner son rôle dans le financement essentiel des universités qu'il laisse carrément entre les mains des provinces, lesquelles ne se montrent pas généralement très intéressées à financer les universités", a dit M. Johnson. Il a dit "ne pas espérer" que le gouvernement fédéral change sa décision concernant le bill C-96.

"Cela signifie qu'il va nous falloir abattre beaucoup plus de besogne que de faire apporter de simples modifications au FPE telles que celles que vous et moi avons proposées", a dit M. Johnson à l'ACPU.

Si le gouvernement continue dans la même voie, les sommes versées aux provinces pour l'enseignement supérieur vont graduellement disparaître et il arrivera, au cours des années 90, qu'il n'y aura plus de présence fédérale dans ce domaine.

Que peuvent faire les universités?

"Nous pourrions essayer de convaincre les membres du Parlement de rattacher les contributions fédérales aux universités et collèges...Ce n'est pas la solution parfaite, mais, lorsqu'on fait face à l'exécution, un sursis temporaire n'est peut-être pas une mauvaise idée", a dit M. Johnson.

M. Johnson est ensuite passé à ses "bonnes nouvelles". L'expérience lui a appris qu'il y a un nouvel élément dans la gestion des affaires publiques...ce qu'on peut obtenir en passant pardessus la tête des chefs de gouvernement pour s'adresser directement au public.

Il a exhorté la collectivité universitaire à faire savoir aux gens eux-mêmes ce qu'il arrive de la qualité de l'enseignement et des conséquences de la chose pour leurs enfants. Ils seront "stupéfiés" de voir un avenir sans rôle fédéral dans l'enseignement supérieur.

"Je suis profondément convaincu que le public se soucie réellement de la question," a-t-il dit.

M. McNabb, frais sorti de la présidence du CRSNG, a parlé des perspectives du financement futur de la recherche universitaire et du CRSNG en particulier.

Il a exprimé des vues "pessimistes", mais quand même tempérées par un certain espoir.

A la suite du budget de février du gouvernement qui a annoncé ce qui était essentiellement un blocage budgétaire de cinq ans, M. McNabb a prédit que le pouvoir de dépense du CRSNG continuera de se contracter jusqu'aux années 90. Tout gain réel de pouvoir de dépense devra venir des contributions du secteur privé. "Même si celles-ci augmentent, les réductions fédérales vont rendre difficile de dépenser au niveau de 1984-85", a-t-il dit.

M. McNabb a signalé que la situation "comporte des in-

Voir McNABB/12

Briefly...briefly...

Telephone registration a first in Canada

EDMONTON — Students at the University of Alberta are now able to register for their courses by telephone, eliminating time consuming in-person registration. This new process means a student will not have to come on campus and can register from a touch tone telephone anywhere, at their own convenience. This method of registering by telephone is unique to Canada and is used by only a few universities in the United States.

Students can now register for courses by entering specific course catalogue numbers on a touch tone telephone. Only touch tone telephones can be used: each button makes a different sound and this sound is registered by the computer. The computer is equipped with a voice which acknowledges the student's registration and tells them if courses are full or if the student has incorrectly entered information.

U of M joins Bangladesh in river flooding project

WINNIPEG — River flooding...the residents of Manitoba, and Winnipeg in particular, have had their share of the experience. More than 35 years ago, one of the worst floods in North American history sent 100,000 Winnipeg residents from the city, left 80,000 rural and urban residents homeless, and caused $100 million in damage.

Since then, no river flooding has approached the magnitude of the 1950 flood. But halfway around the world in tiny Bangladesh, such flooding is an annual event. For example, in "normal" years up to 18 per cent of Bangladesh is flooded, and may reach 36 per cent under severe conditions.

With funding from the International Development Research Centre, University of Manitoba researchers under the coordination of Dr. John Rogge, department of geography, are collaborating in a research project with Jahangirnagar University in Dhaka, Bangladesh to examine the social and economic effect of floods and riverbank erosion. Such issues as population displacement, land reallocation, and the technical aspects of riverbank erosion, are being investigated and will provide a database for planning.

— From the University of Manitoba Bulletin

Une archiviste francophone nommée au Bureau des archives de la Saskatchewan

REGINA — Le Bureau des archives de la Saskatchewan, situé à l'Université de Regina, a nommé Marie-Louise Perron au poste d'archiviste francophone pour la Saskatchewan. Le poste, d'une durée d'un an, a été créé à la suite d'une entente fédérale-provinciale à laquelle participent le Bureau des archives, le ministère de l'Education de la Saskatchewan et le Secrétariat d'Etat par l'entremise du Bureau de la minorité de langue officielle (BMLO). "C'est très excitant d'entreprendre quelque chose de tout à fait nouveau", a déclaré Mme Perron. "Je vais non seulement acquérir et gérer des documents sur la communauté francophone, mais je vais également travailler avec des groupes d'un bout à l'autre de la province."

L'archiviste francophone conserve des documents sur la communauté francophone, offre un service de référence sur des documents d'archives francophones et coordonne des projets avec le BLMO, la Société historique et le Bureau des archives sur l'histoire de la communauté francophone. Née près de Spalding, en Saskatchewan, Mme Perron détient un baccalauréat spécialisé en Beaux arts et un baccalauréat en sciences de l'éducation de l'Université de la Saskatchewan. Elle a en outre termine une thèse de maîtrise à l'Université Laval, au Québec, sur les chansons folkloriques de la Saskatchewan.

ÉCOLE POLYTECHNIQUE DE MONTRÉAL

Chercheur: Laboratoire de puissance

Fonction: Participer à des travaux de recherche en convertisseurs à découpage et en convertisseurs directs ac-ac (type Venturini). Développer des algorithmes de commande et les implanter au laboratoire. Diriger les étudiants aux études supérieures

Qualifications
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- langue du travail: français
- des publications dans des journaux scientifiques renommés et de l'expérience industrielle seraient des atouts

Les intéressé(es) sont prié(es) de faire parvenir leur curriculum vitae avant le 30 juin 86 à:

Monsieur Yvon Gervais
Chef de section d'électrotechnique
Ecole Polytechnique de Montréal
C.P. 6079, Succursale "A"
Montréal, Qc.
H3C 3A7

Student's Master's thesis published by major press

VANCOUVER — It's thought to be a first for Simon Fraser University's faculty of arts. Myler Wilkinson, who completed his master's degree in English in 1985, will have his thesis published as a book by a major university press. His study, *Hemmingway and Turgenev: The Nature of Literary Influence*, is being published this spring by UMI Research Press. The press, located in Ann Arbor, Michigan produces books and monographs on almost every aspect of American arts.

David Stouck, who supervised Wilkinson's SFU graduate work said the book is "most original, the first examination of the Russian author's influence on Ernest Hemmingway." The relationship came to light when the lending library records from Sylvia Beach's Shakespeare and Company bookstore in Paris were analysed and it was noticed that Hemmingway repeatedly borrowed Turgenev's short stories.

Wilkinson, who also did his undergraduate work at SFU, was on the staff of the Grand Forks newspaper before returning for his master's degree which he completed in one year. He is currently enrolled in the doctoral program at McGill.

— From Simon Fraser Week

SPIN links scientists in pursuit of peace

TORONTO — A new international organization of scientists dedicated to the prevention of nuclear war has recently been formed, with its base at University College, the University of Toronto. Science for Peace International Network, or SPIN, aims to facilitate the cooperation of the large number of scientists in various national organizations. It is a loose association whose principal objective is the exchange of literature between its member organizations. SPIN has no constitution and its organizers say that any initiatives for common action, other than simple networking, will be taken only after consultation with the organizations involved, which may be a subset of the total membership. One such initiative might be to assist in convening a symposium for scientists on the occasion of the United Nations Special Session on Disarmament, which may take place in 1987. Another opportunity for scientists to convene in an international gathering may be provided by the conference of the International Physicians for the Prevention of Nuclear War scheduled for July, 1986, in Cologne FRG. For more information on SPIN, contact: Eric Fawcett, SPIN, Science for Peace, University College, University of Toronto, Toronto, M5S 1A1.

Francophone archivist for Saskatchewan

REGINA — The Saskatchewan Archives Board at the University of Regina has appointed Marie-Louise Perron as francophone archivist for Saskatchewan. This one-year position was realized by a federal-provincial agreement, involving the Archives Board; the Department of Education of Saskatchewan; and the Secretary of State through the office of the *Bureau de la minorité de langue officielle* (BMLO). The francophone archivist handles material relating to the French community; provides reference service on francophone archival documents; and co-ordinates projects with the BMLO, *Société historique* and the Archives Board on the history of the French community.

"It's all very exciting — being in on the ground floor of a new operation," says Ms Perron. "Not only acquiring and processing material relating to the French community, but also working with groups throughout the province."

Ms Perron, who was born near Spalding, Saskatchewan, holds a Bachelor of Fine Arts (Honours) and a Bachelor of Education from the University of Saskatchewan. As well, she has completed a master's thesis at Laval University, Quebec, on French folksongs in Saskatchewan.

Unclaimed diplomas become confetti

KINGSTON — Many Canadian universities face the problem of what to do with thousands of diplomas that students have never bothered to pick up. Tired of watching apparently unwanted pieces of paper collect dust and take up valuable storage space, Queen's University shredded hundreds of degrees this winter. "They were just sitting there, not in very good condition, and taking up space," said Joyce Zakos, assistant registrar. "We just decided to have a spring cleaning."

The University of Toronto has shredded thousands of diplomas since 1977. "We never used to do this to diplomas, and we were stuck with thousands and thousands of

Atlantic Veterinary College in Charlottetown.

them...They just take up space that way," said Angelika Ferrando, records supervisor at the university. U of T officials say they are not sure how many diplomas have been destroyed but many are for master's and doctoral degrees, Mrs. Ferrando says. Both U of T and Queen's will issue new copies of the destroyed diplomas for a moderate fee.

— From the Globe and Mail

Atlantic Veterinary College almost complete

CHARLOTTETOWN — The Atlantic Veterinary College (AVC), now rising in Charlottetown, is entering 1986 with construction of its facilities at the University of Prince Edward Island on schedule and in budget. Since the sod-turning ceremonies in 1984, an impressive structure has risen on what was once a soccer field. The large, brick-faced building with its sloping roofs is the result of a capital cost-sharing agreement between the federal government and the Atlantic provinces.

The AVC will begin its first academic year in September with a class of about 50 undergraduate students arriving for courses. The majority of places will be reserved for Atlantic students. The activities of the school will include a strong research program as well as its teaching and service functions. A long-standing shortage of veterinarians involved in research was one of the major reasons for the establishment of the AVC, Canada's fourth veterinary college. This shortage has meant that Canada has had to import veterinarians over the last three decades. The work of the AVC will help to correct this deficit.

Cuba book scoops rest of academic world

HALIFAX — Spanish professor John Kirk and Professor Sandor Halebsky of Saint Mary's University scooped the rest of the academic world by putting together the first book to look at Cuba 25 years after Fidel Castro came to power. *Cuba: Twenty-five Years of Revolution, 1959-1984* looks at Cuba's social, cultural, economic, political and foreign policy changes and examines the country in general.

The project started just over two years ago when Kirk and Halebsky sat down one day and decided to take a look at Cuba on the 25th anniversary of Fidel Castro's rise to power. No one else had compiled such a text. They contacted a New York publisher, Prega who greeted the idea with enthusiasm. Rather than ask contributors to do vast amounts of new research, the two decided to seek out people who were experts on various aspects of Cuba, present and past. Twenty-five of the 27 experts approached to contribute responded with chapters by deadline.

— from Dal News

Un chercheur de l'École polytechnique décroche une subvention de près de trois quarts de million du CRSNG

MONTREAL — Un chercheur de l'École Polytechnique, le professeur Gilles L'Esperance, vient, en effet, de se voir accorder une subvention d'intallation spéciale évaluée à 728,041$ du Conseil de recherches en sciences naturelles et en génie, Canada (CRSNG), pour l'achat d'un microscope électronique en transmission analytiques à voltage moyen.

Cet appareil hautement sophisitiqué sera installé au Laboratoire de caractérisation microscopique des matériaux, lui-même logé au sein du département de génie métallurgique de l'institution. Même si de tels appareils existent déjà, ce microscope électronique se distingue par son pouvoir élevé de résolution et des capacités analytiques aptes à faciliter la découverte de nouvelles informations sur la structure de l'atome et la réalisation d'analyses chimiques quantitatives de volumes extrêmement petits.

D'autre part, étant donné son vaste potentiel d'utilisations, le microscope électronique sera mis à la disposition des chercheurs universitaires québécois, des petites et moyennes entreprises de même qu'à la grande industrie qui ne dispose pas présentement des ressources nécessaires à l'acquisition d'un tel équipement.

B.C.'s universities "in limbo" over funding situation

By Michelle Morissette
Bulletin Correspondent

British Columbia's universities are once again facing a squeeze as well as considerable uncertainty.

In his latest budget, Finance Minister Hugh Curtis announced that the province's universities will be getting essentially the same amount of operating funds in 1986-87 as they did last year in 1985-86 — that is five per cent less than in the previous year (1984-85).

In the next breath, however, the government announced that the education sector would be receiving $600 million in "excellence funds" over the next three years, to be divided among the public school, college and university sectors. The government had previously announced that the education sector would be receiving $110 million in "excellence funds" this year.

While obviously upset that their operational funds are to remain at the same level as last year, most administrators have refused to accuse the government of lack of awareness of the universities' financial plight. This, despite the fact that former UBC president George Pedersen resigned over the issue last year and the remaining presidents have lobbied intensively for increases for the past year.

Instead, the presidents and their administrators have taken a wait-and-see attitude as they await the outcome of their plea for extra dollars, both for operational purposes and special projects, through regular channels.

"At the moment there are so many question marks that we honestly don't know what the situation is," said William Saywell, President of Simon Fraser University. "We're in limbo."

"We're a month and a half into our fiscal year and we're far from even being able to prepare a budget. We can't go to our boards because we don't know enough to get into any kind of solid discussion."

At press time, the Universities Council of B.C. (UCBC) had yet to divide the $271.1 million the provincial government has budgeted towards the universities' operational funds for this year. Nor has it allocated the $13.1 million already granted from this year's $110 million "excellence fund".

To date, the government has awarded $35 million from the "excellence fund" to public schools, colleges and universities. The rest is now up for grabs, pending cabinet decisions on applications made from each sector.

Under recently-issued guidelines, universities were permitted to apply under two categories: additional operating funds and special projects. The deadline for applications was April 31. The universities' fiscal year ended March 31.

B.C.'s three universities filed a joint application for additional operating funds. They called for considerable increases to allow them, among other things, to provide additional merit funds for all of their employee groups and to put additional funds into research or studies at graduate levels.

Each university also put in separate requests for funds for programs which have been approved but left on hold due to lack of money, programs already launched but which need strengthening, and areas where the universities would like to bring in additional people.

"Given that everything is on hold until some of these basic operating funds decisions get made, we're pleading that they act as quickly as possible," said Dr. Saywell.

While unwilling to make doom and gloom predictions, Dr. Saywell stressed that if the province did not come through with extra dollars for operating funds the universities would be "in deep trouble."

Bruce Gellatly, UBC's Vice-President of Finance, said the worst potential scenario would be for the universities to get nothing at all.

"That would leave us (UBC) with an $8 million shortfall," he said.

But he stressed that that event was unlikely given that the province had touted that the excellence funds were to be allocated to all sectors of education.

The UBC operating budget was short $330,000 this fiscal year, despite a $567,000 grant from the UCBC in late December. By law, the universities must come in on budget.

"Last year at this time we were going through the exercise of program cuts," says Mr. Gellatly. "This year we don't even know if we should be doing that."

"We're a month and a half into our fiscal year and we can't prepare our budget. All we know is that we can't make commitments, add anything to our base level or increase salaries — despite the fact that they've been frozen for four years. It's a stressful situation."

Mr. Gellatly did have praise for the plan to spread the $600 million in excellence funds over three years, adding that this would finally allow the universities to do more long-range planning.

University of Victoria President Howard Petch was more skeptical about the $600 million excellence fund. But he was philosophical about the current financial situation.

"This $600 million dollars is crazy," he said. "There is no commitment beyond this year. An election might happen at any time and then what would happen to this $600 million?"

"Besides, when you are aware that the $13.1 million announced so far this year really only amounts to $1.7 million between three universities — the rest is going to fund last year's projects — you know that there are a lot of smokey mirrors out there."

Dr. Petch added that it was "encouraging" that the province had not cut the universities back any further.

"We can't be too happy about operating at about a 60 per cent level in real dollars compared to several years ago, but you get used to coasting along in this uncertain way, never knowing until the end of July, and sometimes even October, what your real funding situation is going to be."

SFU's William Saywell

He said the university would continue to maintain its existing services and systems until it got word as to what the actual funding picture would be.

Dr. Petch stressed he was grateful that the government's attitude towards the universities seems to have changed and the post-secondary institutions are now at least being treated as "good guys instead of bad guys." "It's difficult enough having to handle the financial picture we're facing without having to be harassed at the same time. That harassment of university presidents in a personal way has ceased and it has made a difference," he said.

Benoît Bouchard souhaite un débat sur l'éducation avec les provinces

par Maurice Jannard

Cet article est paru dans La Presse. *Il est publié dans* Le Bulletin *avec la permission du rédacteur.*

OTTAWA — Jusqu'ici respectueux des compétences provinciales en matière d'éducation post-secondaire, le Secrétaire d'État Benoît Bouchard voit avec regret les difficultés s'accumuler dans l'ensemble du système canadien de l'enseignement. À titre de responsable de ce dossier à Ottawa, il se demande de plus en plus si Ottawa et les provinces ne devraient pas redéfinir le rôle du gouvernement central.

In an interview with La Presse *in Montreal, Secretary of State Benoît Bouchard views with concern the deteriorating state of post-secondary education in Canada and questions whether Ottawa and the provinces should not redefine the role of the federal government in this area. The federal government transfers funds to the provinces for higher education and then is told by them not to meddle in their affairs. We are not even sure that the funds do go to education, he said.*

«Le gouvernement fédéral a un rôle à jouer en éducation qui est plus grand que de simplement fournir de l'argent aux provinces sans vérifier où vont les fonds», a déclaré le ministre Bouchard lors d'une entrevue à *La Presse* dans son bureau du Parlement.

Devant les récriminations sans cesse grandissantes des étudiants, des recteurs, des professeurs de collèges et d'universités, le ministre confie que certains jours il a le goût de s'impatienter et il souligne que si le premier ministre Mulroney était d'accord, il amorcerait un vif débat avec les provinces qui risquerait de créer des «frictions».

Lui qui a fait carrière dans l'enseignement — il a été directeur de cégep — au moment où Québec voulait presque évincer Ottawa de ce champ de juridiction, il dit comprendre aujourd'hui la position d'un Pierre Trudeau ou de Serge Joyal, qui occupa son poste sous la précédente administration libérale.

«On donne de l'argent aux provinces qui nous disent de ne pas se mêler de leurs affaires et nous ne sommes même pas sûrs que les fonds vont bien à l'éducation», dit-il.

Questionné sur la limitation des transferts aux provinces qui sera pratiquée par le fédéral dans les prochaines années, M. Bouchard répond qu'Ottawa a appliqué un exercice auquel les provinces s'étaient livrées depuis plusieurs années. Il cite à cet égard le cas de sa province qu'il connaît le mieux.

«Le Québec a donné, depuis dix ans et plus particulièrement depuis cinq ans, une importance secondaire à son réseau d'éducation». Cela a été fait, selon le ministre, dans les secteurs collégial et universitaire, défrayés à parts égales par les deux niveaux de gouvernement, mais aussi dans les secteurs secondaire et primaire, de compétence exclusivement provinciale.

L'Ontario et la Colombie-Britannique, surtout, ont réduit davantage que le Québec, ajoute-t-il.

Ottawa versera cette année $4,5 milliards aux provinces pour l'enseignement. Au cours des prochaines années, le taux de croissance des transferts fédéraux sera de cinq p. cent comparativement à sept p. cent auparavant. Ce cinq p. cent, dit M. Bouchard, est tout de même supérieur au rythme que le fédéral applique pour ses propres dépenses, qui est de 3,5 p. cent.

«À mon avis, les provinces n'ont pas tellement critiqué sur cette question parce qu'elles ne veulent pas faire le débat de fond sur le rôle du fédéral dans l'éducation», dit-il.

Au cours des derniers mois, il a rencontré tous les intervenants canadiens du monde de l'enseignement post-secondaire, recteurs d'universités, professeurs et étudiants. Ceux-ci, a-t-il affirmé, sont tous conscients que les provinces auront à exercer leur juridiction comme il se doit dans l'éducation.

Benoît Bouchard

Aux étudiants du Québec, qui commencent à manifester de plus en plus devant la diminution des services, Benoît Bouchard fait valoir que les frais de scolarité dans la province n'ont pas bougé depuis 15 ans. Ces frais de $500 ne se comparent pas aux $1 100 de l'Ontario ou à ceux de $1 800 en Colombie-Britannique, dit-il.

De façon générale, le Secrétaire d'État estime que le monde de l'éducation a été victime, comme plusieurs autres secteurs, d'une récession économique dont les effets se font encore sentir.

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UBC LIBRARY.....1

tand libraries was entirely contemptuous, especially when they ignore you, when you tell them that what these people are doing is going to affect the kind of service provided to the entire academic community."

"There are firms that specialize in libraries who could have done a far superior job. The administration should have put the contract out to tender. As it is we don't even know if they're finished here, they certainly don't seem to have managed to complete the tasks they said they would do."

The administration disagrees entirely with this view of the situation, firmly defending its decision to hire Ritchie and Associates.

Bruce Gellatly, UBC's Vice-President Finance said while the Library Processing Centre may involve intellectual work, a considerable amount of the work done in serials, catalogue products, catalogue records, acquisitions and systems divisions is no different than that done in other departments.

"We're only looking at the processing side, not the intellectual side. The process is not so unique that two people can't do it in the same unique way," he said.

Mr. Gellatly said that, faced with an increasingly uncertain financial picture over the past few years, UBC administrators had hired the Los Angeles-based firm last May to do 14 separate time management studies of non-academic units at the university. The Library Processing Centre was one such unit.

After several years of making across-the-board cuts under emergency conditions with no idea of their eventual implications, the university decided last spring to fine tune its operations, he said.

"The idea was to find a better procedure for handling reductions in a restraint environment. We wanted to define the standards and number of people it took to accomplish certain tasks so that we would know the implications ahead of time should we have to make cuts. We wanted to know what would suffer."

Just as the university was considering action in this area, Ritchie and Associates approached the administration with a proposal to do several time-management studies, with the guarantee that the fee was to be based on the value of savings identified by the firm.

"They happened to come along at the right time," said Mr. Gellatly. "They approached us. We now know there are four or five other such firms in Canada."

"We've talked to one of the other firms and we know that Ritchie's guarantee is not an unusual practice since we were told that it is not that difficult to undertake because it is almost certain that productivity and improvements can be made."

Mr. Gellatly said while he was aware Ritchie had undertaken this type of work within a university before, he did not regard that particular experience as absolutely necessary. The work involved non-academic units such as physical plant — areas which pertained to work the firm had done in the past, he said.

Since the spring of 1985, employees from Ritchie and Associates have conducted studies on such units as UBC's campus mail room, the physical plant, the purchasing department, financial services, the audio-visual department, the bookstore, personnel, the library processing centre and food services.

Proceeding from an initial assessment of how productivity could be increased, the firm went on to conduct a more in-depth study of each unit.

In the second phase, Ritchie conducted a detailed analysis of procedures and existing management methods. Based on the analysis, the firm then suggested improvements in methods and procedures, set up a system for reporting on work done, suggested scheduling, work load and staffing levels changes and set up production standards.

The study itself was based on a method called short interval scheduling, a form of measured daywork with emphasis on close evaluation of employee performance. The technique was to assign batches of work to employees accompanied by time standards or estimates for completion.

Once the improvements were drafted, they were tested on the various units, recommended to the administration, and then installed permanently, with some adjustments.

The outcome for the majority of units whose contracts were completed from October 1985 to mid-April 1986 was that areas such as physical plant, the purchasing department, financial services and personnel, among others, were hit with a major reduction in their vacant positions (these were to be eliminated completely). As well, workloads were re-organized and re-scheduled and new formulas and formats were established for accomplishing tasks.

In the mail room and audio-visual services, additional part-time people were hired but work schedules were changed, as were routes and priorities.

A total of 60 positions have been eliminated to date and so far the university will gain $2 million in savings annually, with no actual lay-offs, said Mr. Gellatly.

"The one-time aggregate fee was $1.4 million. They came up with $2 million in savings which is more than they took."

"This has allowed us to put $500,000 into hiring other people — and other new requirements. As well it has resulted in a further $300,000 for library acquisitions. There is still another $1 million which we have to recover from fees. But next year we'll have another $2 million extra."

According to a report commissioned by the Canadian Union of Public Employees (CUPE), which represents many of the non-academic staff at the university, the real results of the studies were sagging employee morale, major layoffs and an eventual return to previous systems to maintain services.

The CUPE report states that mail service, especially of periodicals to the library, was seriously delayed; cleanliness suffered as staff were required to complete tasks in impossible time limits; purchasing employees estimated changes in their department would cost the university 10 per cent extra on a $25 million budget.

The studies also "took away the incentive for employees to do a good job," said the report. Employees were often ill, always under stress, and unable to attempt improvements on their own initiative.

The termination of vacant positions was considered to be a layoff situation since jobs were being eliminated.

While a majority of department heads refused to comment on the new implementations, Elaine Stewart, Director of Personnel, said there was no question the new system would be an improvement in her department.

"What we've been able to develop is a management information system for us to be better able to track our recruiting activity for professionals and staff," she said.

"As well, we now know that if there are problems with the computer we no longer fall apart. We're now able to track the amount of data we need to make the deadline — say for payroll."

Ms. Stewart, whose department has lost vacant positions, admitted that changes often do not sit well within a university community, especially when the change is 180 degrees.

"But we're finding little by little a good portion of the working level employees are discovering this change is working for them rather than against them."

Meanwhile, in the Library Processing Centre, there is still uncertainty. While the administration says Ritchie's work is complete, there has been no final report.

And according to officials here, as far as they know, Ritchie has not yet completed the task it set out to do.

"We know that they haven't completed what they intended to do, whether they're finished without completing certain elements we don't know," said Robin McDonald, head of the Library Computing Centre.

"So far it's been a difficult seven months. People have been very upset while being observed and timed at their work and an incredible amount of time has been spent teaching the Ritchie people."

Mr. McDonald said that, while certain measures have been implemented by the more clerical staff, even "they have had problems in trying to meet the objectives that were set out."

"Their aim is for a high level of productivity and we have not been hitting the levels they say we should. This has been a problem because Ritchie has had some difficulties in understanding what a librarian is doing."

UBC Library

"They say they don't need to know the way in which work is assigned. They're interested in how much people are accomplishing and they're trying to identify areas where they can speed things up".

"It's true not everything we do involves thinking. But some things require more judgement than others and they're trying to establish work-to-time relationships when facing decision making."

"There have been difficulties with trying to predict the amount of time something will take to occur and this is not fully resolved. We still haven't had specific recommendations."

Mr. McDonald said he expects the firm will recommend staff reductions, since the major reason for the exercise is to reduce costs.

"There's no question that morale is low given the Ritchie approach. People can't be happy when they know many jobs will be eliminated."

For Kathy Scardellato, job elimination is an issue, but lack of understanding is an even greater one.

"We are professionals here, doing a professional job which requires a great deal of knowledge and background. That is why we are considered part of the academic staff and yet we are being treated as if we were clerical staff whose jobs can be easily evaluated."

"The universities hire us because of our professional expertise and then they turn around and hire a firm like Ritchie which has absolutely no understanding of the library process to evaluate us, what a joke. What a tragedy for the university."

Mr. Gellatly said he felt the majority of the library problems would resolve themselves once the recommendations were finalized and implemented and the whole issue would blow over.

As well, he denied that there were any serious complaints about mail room problems, custodial and cleanliness problems or even purchasing problems.

He admitted there were initial problems during the various start-up phases in some departments, but added that the university community had over-reacted to obvious first trial efforts.

Once the problems were ironed out the complaints stopped, he said.

"People had an unrealistic attitude. Now there is a requirement that standards be followed and there is no agreement to reduce them. As people began to work in new areas they had to get used to them, now they seem to be doing just that."

"I don't apologize for the way things have been done. The bottom line is that there is now more money as a result of the process and a system in place that we didn't have before that is considerably more efficient."

Kirty Byrnes, President of Canadian University Employees (CUE) at the university said that as far as she is concerned the CUPE report, drafted in February, still stands true today.

Some things are not as noticeable, she said, because there are fewer students and staff around, but there is no question that morale is low, cleanliness is down and stress and overwork are problems.

Ritchie and Associates is conducting similar studies at the University of Victoria and Dalhousie University in Halifax. Neither university, however, has undertaken to have a study done of its library processing centre.

ALBERTA 1

pas réussi à résoudre le différend.

Une seconde motion du Conseil, aussi approuvée avec une abstention, a exprimé de "profonds regrets" au sujet de la décision albertaine.

Le départ prendra effet le 30 juin.

Le Président sortant Ed Anderson a exprimé les sentiments du Conseil quand il a proposé "avec vif regret" d'accepter le départ de l'Alberta. Il a dit que la chose intervient à un moment où il est extrêmement important que les universités présentent un front unifié à cause des grandes restrictions de financement auxquelles font face les universités et la recherche. Il est particulièrement déconcertant que la chose se produise l'année où l'ACPU célèbre son 35e anniversaire, vu surtout que les professeurs de l'Alberta avaient joué un rôle clef dans la formation de l'ACPU.

Le départ de l'Alberta signifie une perte d'environ $180,000 par année pour l'ACPU.

Les démêlés entre les deux associations portaient surtout sur la cotisation, l'égalité de représentation et les services.

Le Pr Anderson et le Président entrant Allan Sharp ont souligné que l'ACPU entend continuer de s'employer à régler les problèmes existant avec l'Association albertaine.

"Nous allons continuer de discuter au cours de l'année qui vient afin de frayer la voie au retour de l'Alberta", a dit le Pr Sharp.

IN/PRINTS (Information was supplied by the publisher.)

MAKING A NEW PEOPLE: Education in Revolutionary Cuba, Theodore MacDonald, New Star Books, Vancouver, 1985. An examination of how the Cuban schooling system has evolved in conjunction with the revolutionary movement. "It is a truism that few activities are as 'political' as education, but the Cuban experience is doubly significant...because Cuba is poor and is underdeveloped." A brief account of the revolution, its social and economic background are presented, as well as an assessment of the changes in Cuban education from the Great Literacy Campaign of the early 60s to the present day.

The author is a Canadian, teaching in Australia.

THE MAKING OF A PEACEMONGER: The Memoirs of George Ignatieff, University of Toronto Press, 1985. The Russian-born son of an artistocratic family, Ignatieff eventually became Canadian ambassador to Yugoslavia and the North Atlantic Council. He represented Canada on the United Nations Security Council and at the Geneva Disarmament Conference, as well as participating in negotiations in the Middle East, Korea, Czechoslovakia and Cyprus. These personal recollections include accounts of his meetings with Khrushchev, Tito, and U. Thant offering a glimpse of international policy-making at the highest levels.

External review at Brandon U. slammed by faculty

by Fred McGuinness

Fred McGuinness is a Brandon newsman and lecturer in journalism at Brandon University.

The Faculty of Arts at Brandon University has just been under the microscope. The findings are now required reading for the faculty of this small western Manitoba institution.

In an external assessment report which runs 42 pages in length, Dr. Patricia Marchak, a sociologist at the University of British Columbia, spares no one, not even some of the students. She scores telling points on governors, administrators, and uncooperative professors. She insists that some of the latter would rather play at campus politics than engage in research.

In response, Prof. John Blaikie, secretary of the Brandon University Faculty Association, dismisses Dr. Marchak's writings and recommendations as "shoddy workmanship."

The report was released April 8, although a few photocopies were circulating on campus the previous week.

Dr. Marchak was commissioned last year by President John Mallea to provide "an outsider's opinion of the scholarly quality of work done by the faculty, education of undergraduates, and organization of the learning, teaching, and research activities within the faculty." Interviews she conducted on campus in December led to the findings in her report.

The central part of the Marchak report is a series of recommendations involving all aspects of campus activity. She introduces them by stating that while BU and the Arts Faculty have obvious strengths, "They are diluted and weakened by chronic underfunding, a lack of clear priorities, and a history of internal conflict."

Specific recommendations include:

☐ That a standard Curriculum Vitae be established, and that a copy for each member of faculty be updated annually and maintained in the office of the dean;

☐ That a description of each course and its examinations be maintained by the office of the dean;

☐ That teaching evaluations be undertaken as a matter of course every year for every instructor including full professors;

☐ That entrance to students be restricted to those with high school graduation certificates;

☐ That there be a reduction in the number of courses offered;

☐ That a commerce faculty be established;

☐ That faculty members devote more time to research and publication;

☐ That the library facilities be expanded and that individual faculty members "create a priority assignment for new acquisitions."

Dr. Marchak is critical of the three-man economics department, which refused to co-operate with her investigation. They took the position that their CVs and course material were "confidential personnel" material. They told the assessor that they did not wish to be interviewed because she was not the assessor of their choice.

Apart from this one instance of non-co-operation, Dr. Marchack reports that she had successful interviews with faculty, president, dean of arts, president of Brandon University Faculty Association (BUFA), students, librarians, computer technicians, and the university's archivist.

Teaching load

Dr. Marchak alleges that the teaching load at Brandon is not as large as it is in most Canadian universities. She did find, however, that "Several departments seem to be trying to cover far too large a range of courses for the size of this university."

Mature Students

Dr. Marchak found that "anyone, 21 or over, regardless of previous scholarly record, may register as a 'mature' student and embark on a provisional course of studies."

The result of this practice has placed an additional burden on the teaching staff. Her specific recommendation in this respect urges "that entrance to students be restricted to those with high school graduation certificates regardless of age, and that the university undertake discussions with local school boards to consider means of improving access to adult education for persons wishing to upgrade their pre-university schooling."

Native Students

Dr. Marchak heaps high praise upon the Department of Native Studies, in which five individuals, two part-time, "have put enormous personal resources into its success. The clientele consists of about 70 per cent native, 30 per cent non-native . . . at the university, approximately 15 per cent of all students are natives. . ."

She continues, ". . . this program is so valuable to Brandon that the university would suffer enormously if it were not in place, and is already suffering from the drop in activities necessitated by increasing costs of northern travel and decreasing funds . . ."

Research and Publication

"That faculty members be encouraged in every possible way to devote more of their time and energy to research and publications; and that they strive to place original research at the core of the university rather than at its periphery."

Sabbaticals

"That sabbaticals be granted on presentation of an explicit research proposal, and that the individual be accountable for research and writing undertaken during sabbaticals; that tenure and promotion proceedings take into account the time allowed for research and writing during sabbaticals."

Self-Assessment

"That the Faculty of Arts undertake a self-assessment for purposes of re-creating an environment of mutual trust and scholarly activity; and that toward this end, the Dean of Arts provide explicit guidelines outlining the university's expectations of faculty."

Faculty association response

In his reponse to the Marchak recommendations, Prof. John Blaikie, secretary of the faculty association, is equally critical.

"What we have here," he told the *Bulletin*, "is journalism masquerading as a formal report, when in fact it is the most informal of studies; it reacts more to gossip than to critical analysis."

Prof. Blaikie states that many of his fellow professors are critical of the fact that all of Dr. Marchak's interview material comes from unattributed sources. He insists that this lack of names robs the report of any validity, "that it was not conducted in a scientific manner, and appears to be a recital of the sort of chatter you hear in the cafeteria."

Prof. Blaikie insists that Dr. Marchak is "totally wrong," in the recommendations she makes concerning tenure, promotion, sabbaticals and hiring practices. "Here's a case of a professor who failed to do her homework. All of the procedures she discusses are outlined in the collective agreement. If she had acquainted herself with this agreement she would know that the present procedures are not out of line. I suspect she is close to libel when she says, for example, that we are protecting people who could not get work elsewhere."

Prof. Blaikie insists that "our criteria for recruitment and tenure are in line with the criteria of other universities," and he wonders if Dr. Marchak's opinions are colored by the fact that she comes from a province where faculty members are not permitted to organize. He says, "I suspect her report is based in part on that kind of paranoia which some B.C. professors seem to have developed as a result of the political climate in which they work."

Prof. Blaikie says that the BUFA executive was unanimous in its decision to forward a copy of Dr. Marchak's report to the CAUT for comment.

Le président John Mallea de l'Université de Brandon a demandé à Mme Patricia Marchak, sociologue attachée à l'Université de la Colombie-Britannique, d'émettre un avis "indépendant touchant la qualité savante des travaux des professeurs, l'enseignement dispensé aux prédiplômés et l'organisation des activités d'apprentissage, d'enseignement et de recherche". Son rapport controversé, paru le 8 avril, critique les membres du conseil d'administration, les administrateurs et les professeurs. Elle dit que les points forts de l'université et de la faculté des arts "sont affaiblis par le sous-financement chronique, le manque de priorités bien définies et une longue suite de conflits internes". Certaines de ses recommandations: évaluer chaque année l'enseignement donné par tous les professeurs, y compris les titulaires; limiter les inscriptions aux diplômés du secondaire; réduire le nombre de cours; plus de temps à consacrer par les professeurs à la recherche et à la publication de textes.

E. Patrick McQuaid

South of the border

Great universities are not run by governors, budget analysts or legislators.

Yet increasingly, America's leading public institutions have fallen prey to legislative meddling and, in some cases, what can only be called genteel extortion.

A new study by Frank Newman — former President of the University of Rhode Island, now head of the Denver-based Education Commission of the States — finds that while there is a tendency for states to intrude in the affairs of the universities and a need for greater university autonomy, there is also a tendency for universities "to cause or invite intrusion."

Last year, the governors of 38 states cited economic development as a top priority in their annual state-of-the-state address, and in every case a dependence on the quality of higher education was made clear. This year, at least 10 states are engaged in statewide studies related directly to how they can improve the governance of their higher education system, and in some cases the committees — appointed by governors and legislators — are viewed as yet another medium for intrusion.

Newman presented a draft of his report, "Public Policy and Political Intrusion in the State University" at an annual meeting of the Education Writers Association in Baltimore recently.

"Beyond the American interest, it is a subject of increasing concern abroad as well," he said.

"In Canada, for example, universities have a role of the highest order to play in solving Canada's economic problems. The government official who is responsible for postsecondary education has called for an end to the federal-provincial disputes that in recent years have limited higher education's potential. Only then can all the players in the education community get on with the task of building the momentum necessary to unleash economic growth."

At the outset, Newman confessed to hold "a simpler view of the issue" but has come to realize that state-university relations are of a highly complex nature. He found that evidence of intrusion generally fell into one of three categories:

☐Bureaucratic — the accumulated weight of unnecessary or counterproductive regulations, which is the most common form of inappropriate intrusion.

☐Political — the exercise of raw political power for self-interest rather than public interest, which is an important deterrent to quality in a minority of states.

☐Ideological — the attempt to impede university activity on ideological grounds, which now seldom occurs as a result of state actions.

Newman shared a number of horror stories with reporters, citing cases in which key personnel appointments at some major state universities fell prey to political patronage.

"In the states that are expert at this, they don't even leave a mark on the body," said Newman.

Universities often cause unnecessary intrusion, Newman contends, warning institutions to avoid:

☐End runs of the governance process to achieve campus goals.

☐Institutional ambitions that run counter to the agreed institutional mission.

☐Self-intrusion or limitation, as has occurred most notably in ideological intrusion, where it is the university itself rather than the state that tends to limit the freedom of discussion on campus.

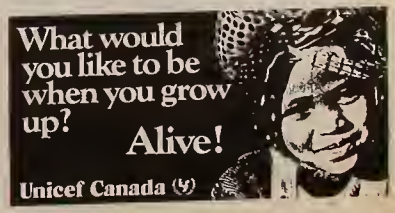
"What is the right relationship?" asks Newman. "It has to be a function of trust. You can't get first class colleges if every move has to be checked with the state."

Using the case of affirmative action in collegiate women's athletics as a typical scenario, Newman outlined the process of intrusion.

"Society asks and the university does not respond," he said. "Like all social organizations, the university is made up of people with vested interests. Eventually, though, the university grudgingly gives in and accepts. But sometime later the university takes all the credit for implementing reform."

Central to a working state-university relationship is campus leadership. Especially in a multi-campus system, the chief administrator "must be perceived as an academician." He compared the position to that of chief justice for a supreme court system. "We expect the chief justice to be a different kind of person, just as we do the head of a multi-campus system."

As a footnote, Newman said there do not appear to be any regional trends, but political intrusion seems most prevalent in the New England states, where public colleges and universities are up against the bulk of America's most prestigious private institutions. Nationwide, two-year community and junior colleges appear more susceptible to political meddling than four-year, senior institutions.



Windsor joins S.A. divestment mov't

by Barry D. Adam

Barry Adam is Chair of the Pro-Divestment Committee at the University of Windsor.

On April 29, 1986, the Board of Governors of the University of Windsor voted to divest its short term investment and endowment fund from companies with direct investment in South Africa. There were two dissenting votes.

The issue was first raised in 1984 when the University was considering changing its pension fund carrier and a resolution was passed by the Faculty Association Council specifying high return as the only principle for investing pension funds. Opposition to divestment was strong among the Faculty Association leadership and pro-divestment resolutions were turned down at subsequent meetings of the Council and through parliamentary manoeuvres at two general membership meetings.

The debate culminated in the fall of 1985 when a referendum was set for faculty and retirees, and "pro" and "con" divestment committees were struck to prepare briefs.

The Pro Committee identified some 10% of the $90 million pension portfolio as in need of reinvestment, pointing out the active involvement of certain corporations in supplying the instruments for the maintenance of apartheid and the popular support for divestment in South Africa itself. Arguing that divestment need not entail financial loss, the Committee cited U.S. precedents and McGill's action which occurred at the beginning of the referendum period.

The Con Committee argued against "politicizing" the Faculty Association, warned that divestment would harm the performance of the pension fund, and claimed that black South Africans would suffer from divestment. The Con brief was accompanied by a "financial analyst's" report which stated that divestment is an "objective of communists and fellow travellers in the West" and that "many top grade investment managers will justifiably refuse to manage" divested funds.

During the referendum period, the Students Administrative Council and student press joined in calling for divestment and Commonwealth Secretary General Sridath Ramphal, in accepting the first Paul Martin chair in International Affairs and Law at the University, noted Windsor's historical record as the terminus of the Underground Railroad and asked whether Windsor might betray its heritage by failing to divest.

In February, 1986, the faculty voted by 60% for divestment and students, soon after in their own referendum, voted to ban South African products from campus (including beer produced by a South African owned company). With Student Administrative Council and Faculty Association presidents pressing the question at the Board of Governors, a subcommittee was struck which subsequently supported a resolution to divest the University's small endowment fund. (Divestment of the much larger pension fund remains under consideration.)

All observers chairs were filled at the April 29 meeting of the Board as the University President ably defended the resolution from questions posed by nervous Board members. The Pro-Divestment Committee and Students Against Apartheid will continue to monitor the Board's progress on divesting pension monies while other campus unions are moving to their own referenda on the issue.

Le conseil d'administration de l'Université de Windsor a voté le 29 avril de retirer de ses fonds de placement à court terme et de dotation les sociétés qui ont des investissements directs en Afrique du Sud. En février, les professeurs avaient voté à 60% pour la chose et les étudiants, peu après leur propre référendum, ont voté d'interdire à l'université les produits sud-africains (y compris la bière fabriquée par une société sud-africaine). La question de défaire le régime de pension beaucoup plus considérable de l'université de son avoir sud-africain demeure à l'étude.

La puce à l'oreille

par Eric Devlin

Les universités dans la rouge

Le ministre de l'Éducation, M. Claude Ryan, n'entend pas résoudre avant l'automne prochain la crise financière qui accable les universités québécoises. Qu'adviendra-t-il du déficit des universités? À quand la nouvelle formule de financement qui tiendra compte des efforts de recherche, des différences de coûts occasionnées par les études aux divers cycles d'enseignement et dans diverses disciplines et de la taille des établissements? Comment pallier au vieillissement du corps professoral? Autant de questions auquelles Claude Ryan se refuse à répondre avant la tenue de la commission parlementaire qu'il a convoqué pour septembre prochain.

Pourtant la crise financière atteint maintenant des proportions inquiétantes après l'imposition, par le premier budget du gouvernement libéral, de nouvelles compressions de 18,6 millions de dollars. Par ailleurs, la nouvelle taxe provinciale de 9% sur le gaz naturel touchera certaines universités comme Laval qui utilisaient cette énergie.

Un nouveau cri d'alarme

"Les compressions budgétaires imposées aux universités ces dernières années ont été si importantes qu'elles ont en quelque sorte hypothéqué le développement futur des activités de recherche et de formation". Ce nouveau cri d'alarme se retrouve dans un rapport du Conseil de la science et de la technologie rendu public par son président, Maurice L'Abbé, à l'occasion du 54 ième congrès de l'Association canadienne-française pour l'avancement des sciences (ACFAS).

Lors de l'ouverture de ce congrès qui réunissait à Montréal 5 000 chercheurs francophones, M Ryan a dit espérer que la situation actuelle ne soit que transitoire. Il reconnaît et déplore le sous-financement du réseau universitaire. Mais du même souffle, il rajoute que les années de vache grasse étaient terminées et que l'État ne disposait plus de ressources infinies.

Alors où trouver les argents supplémentaires? L'automne dernier le Conseil des universités recommandait d'augmenter les frais de scolarité qui sont gelés depuis le milieu des années 60. Un Québécois défraie environ 500$ par année pour étudier à l'université.

Cette solution était cependant inacceptable pour le nouveau gouvernement libéral qui avait promis de maintenir le gel des frais de scolarité.

Claude Ryan semble avoir changé d'avis depuis. «Si les étudiants sont les seuls à s'opposer à l'augmentation des frais de scolarité, ils devront faire la preuve qu'elle entraînerait des iniquités sociales» a-t-il affirmé dans une entrevue qu'il accordait un *Bulletin* après son allocution au congrès de l'ACFAS. Comme les études du Conseil du trésor et du Conseil des universités démontrent que le système actuel a toujours favorisé les classes supérieures de la société, le fardeau de la preuve reviendra aux associations étudiantes lors de la commission parlementaire sur le financement des universités.

Une mauvaise administration des universités

L'organisme étudiant le plus structuré et disposant des plus grandes ressources est la Fédération des associations étudiantes du campus de l'Université de Montréal (FAECUM). Celle-ci annoncera d'ici quelques semaines la création d'un comité de sages composé de personnalités universitaires reconnues pour leur ouverture d'esprit et leur mentalité progressiste. Ce comité aura à développer les arguments pour contrer la hausse des frais de scolarité qui semble inévitable.

"Avant de mettre de l'argent dans les universités, il faut se demander pourquoi sont-elles déficitaires, explique Luc Trépanier, secrétaire général de la FAECUM. Nous croyons que les universités sont très mal gérées au Québec. Par exemple, une recherche effectuée par un professeur du département de démographie a démontré que si, en 1982-83, l'Université de Montréal avait pu conserver la même pyramide d'âge et d'ancienneté de son corps professoral que celle des années 1975-76, elle aurait économisé 12 millions de dollars et le problème du vieillissement n'existerait pas".

Des frais de scolarité déguisés

En attendant les résultats de la commission parlementaire, les universités sont au prise avec un déficit croissant. Par exemple, le déficit accumulé de l'Université de Montréal atteint les 30 millions de dollars. Pour retrouver son équilibre budgétaire, le recteur Gilles Cloutier songe à imposer aux étudiants une cotisation pour la location d'appareils tels que microscopes, équipements audiovisuels, ordinateurs, etc. En fait, il s'agit d'un euphémisme toléré par le ministère de l'Éducation pour contourner la volonté politique de maintenir le gel des frais de scolarité. L'Université McGill imposera dès septembre prochain des frais supplémentaires de 50$ pour ces "Course Material Charge".

Absolution du déficit?

Le gouvernement libéral a décidé d'effacer le déficit accumulé par le réseau hospitalier. En fera-t-il de même pour les universités? "Il y aura toujours plus de députés pour pleurer sur le sort des hôpitaux que sur celui des universités, explique Claude Ryan. Les causes du déficit ne sont pas les mêmes pour chacune des universités. Nous devrons regarder tout cela cas par cas lors de la commission parlementaire de septembre". L'automne sera décisif pour le développement futur du réseau universitaire québécois.

Academics dismissed

by Helen Baxter

The CAUT has issued a protest to Polish leader Wojciech Jaruzelski for his government's dismissal from office of at least 76 university rectors, deans and other officials.

The senior academics, who were all elected under democratic procedures established in the Solidarity era, were removed from their posts late last year but have been allowed to continue as university lecturers. During the same period, student self-government groups were dissolved.

Since that time, several leading scholars, such as Poznan University's Leszek Nowak, have been dismissed on political grounds.

The moves have been seen by observors in Poland and elsewhere as an effort by the government to cow remaining university officials, unsympathetic to the government, to following the party line.

In a letter to General Jaruzelski, the CAUT expressed deep concern over the firings and asked that they be reversed. "Academic freedom is a fundamental necessity in any healthy university system," the Association said. "No society, whether it is communist or non-communist, can hope to promote excellence in its universities if free and informed debate, research, and teaching cannot take place because of a fear of reprisals from superiors."

IN/PRINTS (Information was supplied by the publisher.)

MORE FRENCH, s'il vous plait!, ed. by W. Ross McGillivray, Canadian Parents for French, Ottawa, 1985. Articles for parents by 24 educators outlining the current status of French as a second language in educational institutions. Among the chapters are "French in Your School: Identifying and Achieving the Right Program"; "Is Core French a Valid Option?"; "Teaching the Gifted in Immersion"; and "The Role of the Bilingual Universities".

TOEING THE LINES: Women And Party Politics In English Canada, Sylvia B. Bashevkin, University of Toronto, 1985. Through archival material, in-depth interviews and surveys of contemporary women, the author traces women's participation in Canadian politics. Chapters include "Independence versus Partisanship, "Patterns of Female Politicization and Partisanship" and "Women's Organizations in the Major Parties". The author teaches at Erindale College, Toronto.

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Pierre MacDonald, prise un

par Lise Bissonnette

Cet article est poru dans Le Devoir. *Il est publié dons* Le Bulletin ovec *lo permission de l'éditeur.*

Avec une subtilité toute pachydermique, l'homme qui voulait mener le Québec "comme une business", M. Pierre MacDonald devenu ministre du Commerce extérieur et du Développement technologique, vient de semer l'émoi dans la communauté universitaire. Il s'est inquiété du développement "des créneaux scientifiques en vase clos universitaire", a déclaré que les futurs investissements en recherche devraient se faire "en étroite relation avec la réelle demande du marché", et a souhaité une nouvelle "complicité" entreprises-universités, dont la condition lui semble être le rassemblement de toutes ces ressources sous un seul coordonnateur.

M. MacDonald tient évidemment là des propos tout à fait courants dans le milieu d'affaires dont il vient, mais dont il ne sort pas trés vite. Si sa spontanéité a fait des vagues, c'est à cause d'arbitrages politiques en cours, qui pourraient lui donner la responsabilité d'au moins une partie de la recherche universitaire, au Québec. Sous le gouvernement péquiste, le "développement technologique" était la charge du ministére de l'Enseignement supérieur, de la Science et de la Technologie. Le premier ministre, M. Bourassa, a confié les deux premières tâches en cumul au ministre de l'Éducation, M. Ryan, et fait cohabiter la troisième avec le Commerce extérieur, chez M. MacDonald. Les royaumes respectifs ne sont pas encore redessinés.

Et les propos de M. MacDonald, qui a pour le pragmatisme une obsession, reporteront de quelque temps sa propre "complicité" avec les universitaires. Non pas qu'ils soient si choquants, mais ils défoncent des portes ouvertes, laissent dépasser des préjugés primaires, et par là une curieuse méconnaissance des courants actuels dans un milieu où il aimerait régner.

Le ministre déplore le peu de pertinence de certaines recherches universitaires qui s'entreprendraient n'importe comment, un peu "au goût" des chercheurs. Les pauvres, ils le voudraient bien! Mais c'est mal connaître les mécanismes du financement de la recherche, aujourd'hui, que d'imaginer qu'on peut "développer des créneaux" bien gratuits. La liste, disponible au ministère de l'Éducation, de l'ensemble des unités et centres de recherches universitaires dans la province, ressemble plutôt à un sage alignement de besoins sociaux, où ne se glisse à peu près aucune bizarrerie. Le grand problème, au premier coup d'oeil, ce n'est pas tant l'impertinence de ces domaines de recherches, mais les recoupements et les redondances entre institutions. Mais c'est là une toute autre histoire.

Quant à "brancher" la recherche sur la réalité du marché, voilà un programme dangereux pour les chocs. On ne saurait tout d'abord en parler sans réaffirmer que la recherche fondamentale, que le ministre semble considérer comme un sous-produit, est première, prioritaire, essentielle et doit rester très largement majoritaire à l'université. Et sans savoir, ensuite, que même la recherche fondamentale a pris, au Québec, un solide virage vers la réalité du dit "marché".

Les programmes dits "d'actions structurantes", dans lesquels le gouvernement du Québec investira $75 millions durant les prochaines neuf années pour 40 équipes de recherche universitaire, sont tous liés à des "secteurs prioritaires" choisis en fonction des axes de développement du Québec. Certes, on n'y a pas le nez collé sur la mise au point de produits, et le lien avec l'industrie en est un de retombées à moyen et long terme. Mais c'est là que se trouve généralement la source la plus prometteuse de développement technologique, comme l'expérience presque mythique de Boston et de ses grandes universités le prouve. Et comme le ministre l'apprendrait en lisant le dernier rapport de *Forum entreprises-universités*, un organisme pancanadien qui a son siége à Montréal, et qui est déjà fort avancé dans la "complicité" qui le fait rêver. "On voit poindre un consensus vers un retour à la recherche fondamentale — où excelle l'université — au fur et à mesure que les entreprises reconnaissent les limitations de la recherche visant seulement le perfectionnement des technologies existantes", dit ce rapport préparé sous la direction de M. Raymond Cyr, président du Conseil de Bell Canada.

Les plus récents centres de recherche québécois vont dans le même sens: valorisation de la biomasse, à Québec, électrochimie, un projet conjoint de l'Hydro-Québec et du Centre national de la recherche du Canada, applications pédagogiques de l'ordinateur, à Montréal, et surtout le Centre de recherche en informatique de Montréal (CRIM), qui réunit dans une corporation privée cinq universités et onze industries avec un important budget de $20 millions pour cinq ans.

Pour peu qu'on l'examine de près, la collaboration entreprises-universités n'est d'ailleurs pas si mauvaise ici. *Forum*, qui la trouve certes insuffisante, déclarait en son premier rapport (*Ensemble vers l'ovenir,* mai 1984) qu'en cette matière "le Canada devance tous les autres pays industrialisés, à l'exception des États-Unis". Bon an mal an, par exemple, les commandites et contrats de recherche du secteur privé aux universités québécoises représentent environ 12% de leurs ressources de recherche, selon des statistiques du ministère de l'Éducation. Selon *Forum* toujours, et sous toutes réserves puisque les bases de calcul peuvent différer, la moyenne canadienne de contribution des entreprises à la recherche et développement (R-D), dans les universités, était en 1984 de 7.8% du total des fonds. Dans certains secteurs comme les sciences pures et les sciences de la santé, selon les statistiques québécoises, elles dépassent de loin le 20% qu'on considére moyenne normale en Amérique du Nord. Un rapport sectoriel du Conseil des universités sur le génie (octobre 1984) montre que les contrats et commandites du secteur privé atteignaient, entre 1980 et 1983, 47.3% à l'Université McGill dans ces disciplines, 34.2% à l'École polytechnique de l'Université de Montréal, et 31.3% à Laval. Plus de 40% des professeurs, durant ces trois ans, avaient obtenu au moins un contrat de recherche du secteur privé.

En fait, la première inquiétude que devrait éprouver le gouvernement du Québec, devant cé rapprochement, en est moins une de volume que d'équilibre; pour toute la recherche, prés de la moitié des commandites et contrats du secteur privé vont à l'Université McGill, tandis que le reste se répartit entre les universités de langue française dont la plus fortunée, l'Université de Montréal, ne l'est guére en comparaison, avec 19% du total de ces commandites et contrats.

Les jugements généraux sont donc d'une grande imprudence puisque, dans certains domaines, il est peut-être temps de commencer à s'inquiéter d'une sursaturation de collaboration universités-entreprises, qui pourrait même commencer à subvertir la mission des universités. "La relation universités-industries nous intéresse, dit Maurice Cohen, président de la Commission de la recherche universitaire du Conseil des universités. Mais ce n'est pas notre priorité. Nous sommes beaucoup plus inquiets de la définition actuelle des objectifs de la recherche, et de son évaluation".

L'ancien banquier promu ministre pose avec justesse, toutefois, la question de la coordination. Faut-il lui remettre, avec le développement technologique, toute la recherche qui s'y rapporte? Faut-il la laisser à M. Ryan? Où ira le Conseil de la science et de la technologie? Et de qui dépendra la future Maison des sciences et techniques?

En confiant le développement technologique à un ministére à vocation industrielle, M. Bourassa a voulu se rapprocher du modéle japonais, qui a été un succés, selon les experts. Mais ils reconnaissent en même temps que les meilleurs rapprochements récents entre le monde de l'entreprise et celui de l'université, comme le CRIM, sont le résultat de la dynamique particuliére du ministére de l'Enseignement supérieur, de la Science et de la Technologie, créé en décembre 1984. Les modéles nationaux vont comme les mouvements de balancier: la France hésite d'un pôle à l'autre, et Ottawa se donne un ministére distinct, comme le Québec l'a fait entre 1976 et 1984.

Peut-être faudra-t-il y revenir, si la guerre de tranchées se prolonge. Car en se mêlant de faire des déclarations sur l'orientation de la recherche universitaire, M. MacDonald avance évidemment des pions dans cet arbitrage qui tient les intéressés en haleine au Québec, mais qui est loin d'être terminé.

Il le fait bien gauchement, toutefois, et aura de la difficulté à séduire les universités, qu'il ne comprend guére. Car même si elles n'aiment pas l'afficher, leur sensibilité aux besoins de l'entreprise a augmenté de façon foudroyante, au cours des derniéres années; plusieurs de leurs programmes, en administration par exemple, sont presque taillés sur mesure pour la commande du marché. L'université fonctionnelle a depuis longtemps déboulonné la tour d'ivoire. Reprocher au surplus à ce monde déjà un peu trop branché de faire de la recherche au gré du vent, c'est ajouter l'insulte béotienne à l'ignorance.

Il y a une façon, dans cet univers, de manier le non-dit, de tenir ses distances, de ne pas brusquer les concepts ni les images, même proches du mythe, que l'université a d'elle-même, M. Ryan, lui, se tait, et n'en est que plus éloquent.

In her column in Le Devoir, *Lise Bissonnette assesses the situation of university reserch in Quebec and refutes the orguments of Pierre MacDonald, minister of foreign trade and responsible for technologicol development, thot the universities exist in isolotion. According to Ms. Bissonnette, there has been o long-standing collaboration between businesses and universities. To back up her stotement, she refers to stotistics on privote sector contributions to Quebec universities. Furthermore, she soys thot ocademic progroms are tailored for the morket.*

Director of Student Services

Athabasca University is seeking applicants for a permanent appointment in the position of Director of Student Services.

Responsibilities: Reporting to the Vice-President Academic, the Director of Student Services provides leadership and direction for all University Student Services through the management of the central Student Services unit in Athabasca and through the University's Regional Offices. Student Services provides academic advising, career counselling, personal counselling, learning and study skills, financial counselling, and special needs services via telephone, mail and in-person. The Director of Student Services is also responsible for ensuring the provision of student support services in the University's Regional Offices.

Qualifications: The ideal candidate will have a Ph.D. Degree with a strong management and professional record with Student Services. In addition to the usual leadership and management skills this position makes unusual demands on the communication skills of the incumbent given the regional nature of the University's operations, the distance mode of course delivery, and the requirement to integrate a wide variety of services to fill the needs of individual students.

Salary: This position will be of interest to those currently earning in the $45,000 to $55,000 range.

The University is housed in a new, 12,000 square metre building near the Athabasca River, 140 km. north of Edmonton. Surrounded by farm land, forest and lakes, the town has a Performing Arts Centre, golf course, swimming pool and curling and skating facilities. Cross-country skiing, fishing and hunting are popular in the area.

Please submit curriculum vitae and the names of three references by **July 01, 1986** to:

D. Peter Monk, Director of Personnel, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0

Athabasca University

Phillip Institute of Technology.

Melbourne, Australia
School of Physical Education & Leisure Studies

Head of Leisure Studies Department

Phillip Institute of Technology is a multi-disciplinary College of Advanced Education situated in the northern area of Melbourne, Victoria.

The Department of Leisure Studies is one of the three autonomous departments (Physical Education, Leisure Studies and Anatomy & Physiology) associated with the School of Physical Education and Leisure Studies.

This position is classified at Principal Lecturer level and applicants must possess an appropriate higher degree, have extensive experience in teaching at tertiary level and a background of sound academic and administrative leadership.

Salary: $A44,541 per annum.

The Institute has assistance schemes covering relocation expenses, superannuation and assistance with accommodation.

Further information, including job description and application form, may be obtained from the Personnel Department.

Written applications, quoting Ref. No. P02-001, should be forwarded together with curriculum vitae and transcripts, and the names and addresses of three referees to the Personnel Manager, Phillip Institute of Technology, Plenty Road, Bundoora, Melbourne, Vic., Australia, 3083, by the closing date of 18 July 1986.

McNABB.....5

cidences graves pour le dernier bastion de la recherche pure".

Il est "inquiétant de voir l'abandon potentiellement dramatique de la recherche pure, clef de la stabilité à long terme du pays".

M. McNabb a dit que le Canada va s'en trouver fort dépendant des chercheurs importés. Il a dit, au cours de la discussion qui a suivi, qu'il ne voyait pas comment le Canada peut se dire une nation développée alors que nous dépendons tellement des chercheurs de l'extérieur.

M. McNabb a brossé le tableau d'un gouvernement qui est inattentif et indifférent à ses hauts conseillers.

Il a dit regretter que, en tant que chef du CRSNG, il n'ait pu concourir à répondre au problème du financement. Le gouvernement ne lui avait donné "aucune réponse" et n'avait offert aucune possibilité de discuter les décisions finales. "J'ai perdu le champ de bataille et ne suis pas entré dans le conflit", a-t-il dit.

Selon M. McNabb, les solutions actuelles aux problèmes de financement doivent venir d'une meilleure compréhension entre les universités et l'industrie. Il nourrissait certains espoirs à cet égard.

Il était "réconforté", a-t-il dit, par les nouvelles relations entre le CRSNG et l'industrie. Il a signalé, à titre d'exemple, l'augmentation du nombre des chaires de recherche cofinancées.

Les fonds fournis par l'industrie ne sont pas tous destinés à des travaux à court terme d'ordre utilitaire. L'industrie s'intéresse de plus en plus à la recherche pure.

M. McNabb a exhorté les membres de l'ACPU à promouvoir les relations avec l'industrie au lieu de dépenser de l'énergie à exercer des pressions auprès du gouvernement. Il serait "inutile" et "contre-productif" de continuer de le faire, a-t-il dit.

"Il n'est pas du tout possible qu'il change d'avis."

Il n'y a rien d'autre à faire à l'heure actuelle que d'appuyer la formule de la contribution égale (le programme en vertu duquel le gouvernement fédéral fournit un apport égal aux contributions du secteur privé aux conseils subventionnaires), ce qui exigera une meilleure communication que jamais avec le secteur orivé. Le professeur va devoir aller chercher les fonds, a-t-il dit.

Il a recommandé aussi que les chercheurs s'emploient à obtenir un vaste appui des professeurs, des étudiants diplômés et de leurs parents dans la chasse aux fonds de recherche. Il serait difficile de ne pas écouter les appels faits au nom des futurs chercheurs du pays, a-t-il dit.

WOMEN.....3

both our Faculty Association and The Nova Scotia Confederation of University Faculty Associations. My area of academic research is on women and birth-related issues. I have two children, aged 6 and 10, whom I raise alone and if there is any extra time in the day I like to jog and read detective stories.

RETIREMENT.....1

retiring faculty members against their wills at age 65.

The Charter offers protection to those working within the sphere of government operations at the federal, provincial and municipal levels. The extent of protection it offers to those in the private sector is not yet clear. The CAUT is determined to establish that, because the universities are governed by provincial statutes, they fall under the general aegis of government and therefore their personnel are covered by the Charter.

If the CAUT and OCUFA are successful in establishing this second point, the case will have immediate nation-wide implications.

CAUT Executive

The CAUT Council elected its executive for 1986/87.

Allan Sharp, a physics professor at the University of New Brunswick (Fredericton campus) is the CAUT's new president. Prof. Sharp served as CAUT vice-president (external) during 1985/86 and was first elected to the CAUT Board in 1981.

Bob Kerr, who is with the University of Windsor's Faculty of Law, will be serving his second term as vice-president (internal). Prof. Kerr served as chairperson of the CAUT's Collective Bargaining Committee for three years prior to his election as vice-president in 1985.

John Evans, of the Department of Psychology at Memorial University, was elected vice-president (external). He served as CAUT treasurer from 1984-86 and was first elected to the CAUT Board in 1981.

Victor Catano, of the Department of Psychology at Saint Mary's University, was elected treasurer of the CAUT. Prof. Catano has been on the CAUT Board since 1981 and has served on a number of ad hoc committees.

Prof. Ed Anderson, who is with the University of Manitoba's Continuing Education Division, is the past president of the Association.

External review of the CAUT

The Council approved the establishment of an external review committee to review, and where necessary, make recommendations concerning changes to the Association. The areas under review will include:

- ☐ the objectives of the Association;
- ☐ the organizational structure of the Association;
- ☐ the relationship between the Association, member provincial associations and member local associations;
- ☐ a fee structure and voting procedures that will facilitate the achievement of the Association objectives.

The three-member committee will be mandated to complete its review and submit its report to the CAUT Board no later than February 1987.

The Council approved a budget of up to $75,000 for the review.

Student fees and aid

The Council adopted a CAUT Report on Student Fees and Aid and approved a policy in this area.

The policy states that "every student with the necessary talent and interest must be guaranteed access to a quality post-secondary education." To achieve this, it recommends the following:

- ☐ that financial barriers to such access be eliminated and that the post-secondary education system be completely funded through the general tax system;
- ☐ that a special opportunity fund be established to pay the costs of programs designed to reduce non-monetary barriers to attendance by specific groups;
- ☐ that voucher schemes as proposed by the Macdonald Commission should be rejected;
- ☐ that contingency repayment schemes should be rejected;
- ☐ that a guaranteed minimum annual income for students should be implemented.

*****

There will be further coverage of matters raised at the CAUT Council in the September issue of the *Bulletin*.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

REDESIGNING THE STATE: The Politics of Constitutional Change in Industrial Nations, ed. by Keith G. Banting and Richard Simeon, University of Toronto, 1985. A book of nine essays which examines the dynamics of constitutional politics through case-studies of Spain, Belgium, Canada, the United Kingdom, the United States, West Germany and Eastern Europe. "The structures of the state underpin its capacity to manage political conflict and achieve its policy goals, and any significant rearrangement of those structures will continue to influence the actions of both citizens and state in ways subtle and complex for years to come." The editors teach at Queen's University.

AN INTRODUCTION TO EDUCATIONAL ADMINISTRATION IN CANADA, 2nd, ed., Leslie R. Gue, McGraw-Hill Ryerson, Toronto, 1985. This text, intended for undergraduate students in teacher education programs, provides an analysis and critique of sociological theories of administration, both internationally and in Canada. Canadian references, comparative data on the educational systems in other countries, and case studies are included. "The realities and necessities of school management can at times serve to dampen educational fervour rather than preserve or enhance it. Administration wrongly understood can also introduce a totally undesirable element of threat and insecurity into the new teacher's career. All of these...can be mitigated by an understanding...of the nature of administration and management." The author teaches at the Univ. of Alberta.

What Has a Hundred Legs and Never Stops Asking Questions

Fifty Unitarian Universalists. Unitarian Universalists have a keen sense of the world and an even keener sense of their own responsibility in it. Come and join us and find some questions you've never imagined. For information about this unique approach to religion and a society near you, write:

Canadian Unitarian Council
175 St. Clair Ave. West
Toronto, Ont, Canada M4V 1P7

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ADDRESS
CITY STATE ZIP

UNIVERSITY OF REGINA

NSERC UNIVERSITY RESEARCH FELLOWSHIP

The Department of Physics and Astronomy is seeking qualified candidates for the University Research Fellowship program of Faculty renewal as defined by NSERC guidelines. One position is available for a theoretical physicist in the areas of Intermediate Energy Nuclear Physics and/or Particle Physics to work with our resident theoretical and experimental groups. The successful applicant will be supported by the department in the 1986 NSERC competition for the URF program, but the final selection will be made by NSERC

The search committee will treat the URF applicants as applicants for regular faculty appointments and the emphasis is placed on faculty renewal based on excellence. All applicants must meet the NSERC criteria for the competition and must be Canadian citizens or landed immigrants at the time of application. Please address all correspondence, including a curriculum vitae, list of publications and the names of three references to: **Professor L.H. Greenberg, Head, Department of Physics and Astronomy, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada.**

Dalhousie University

Dean, Faculty of Management Studies

Applications and nominations are invited for the position of dean, faculty of management studies, Dalhousie University. The faculty, which consists of the schools of Business Administration, Library Service and Public Administration, has approximately 1,600 students and 90 full- and part-time faculty members.

As the academic and administrative leader of an increasingly integrating faculty, the dean will be responsible for fostering an interdisciplinary approach to current teaching and research programs. The dean will create a supportive environment for exciting new initiatives in information technology and regional studies and provide encouragement to the further development of transportation and international business studies and Dalhousie's growing ties with foreign universities.

The appointment is normally for a five-year term and would commence on July 1, 1987 or at an earlier, mutually agreed time. Applications and nominations should include biographic information and the names of three referees. Applications and nominations should be submitted to: **Dr. M.A.H. Dempster, Chairman, Deanship Selection Committee, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 1Z5.**

Dalhousie University has an affirmative action policy with respect to the hiring of women.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA
DEPARTMENT OF ENGLISH
ASSISTANT and ASSOCIATE POSITIONS

Applications are being accepted for two tenure-track positions effective July 1, 1987. The areas of specialization are (a) **Seventeenth-Century Literature** (Assistant or Associate rank) and (b) **Criticism (Applied and Theoretical)** as evidenced by work on fiction and poetry (Assistant rank). Candidates should have a Ph.D. and a strong record of scholarly research. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Ottawa offers equal employment opportunities to qualified male and female applicants. The closing date for applications is November 1, 1986. Please send c.v., representative publications, and three letters of reference to:

Dr. Frank M. Tierney
Chairman
Department of English
University of Ottawa
Ottawa, Canada
K1N 6N5

Sabbatical Follies: take tea towels, labradorite

by James C. Orr

Prof. Orr is with the Faculty of Medicine at Memorial University of Newfoundland. In his article, he offers a wealth of information and practical advice for prospective sabbaticants. Although this piece was originally written for colleagues at Memorial University, it will undoubtedly be very useful for any faculty member currently planning a sabbatical.

Consider taking less than one full year. Six or nine months is less of a disruption if you are doing research here at the University. Some have commented that a year is too long; it may also be too expensive if you are on a reduced salary. Begin making arrangements at least a year in advance of your departure.

Where to go

This of course is dictated by your professional interests, but where a couple are trying to find a town with research interests suitable for both, the Corporate Index section of Science Citation Index, which lists publications by location (country, town, then institution), can be very helpful.

Salary

You will be on 75% of your usual salary as far as the University is concerned, but there are several agencies which give financial support for travel, partial salary or both; some include family travel expenses. Among such agencies are: N.S.E.R.C.; The Medical Research Council of Canada; NATO Senior Fellowships in Science. See also the A.C.U. book (below).

Passports, etc.

Arrange to have a formal letter of invitation from the person with whom you will be doing your sabbatical work. If abroad, ensure that your passport is valid beyond the end of your leave by at least two months in order not to disrupt any last minute extension to complete your research, or allow a holiday. Inquire about visas as soon as you have the location fixed. When applying for a visa, ask for two months longer than your plans call for. Ask the foreign embassy if the host university is required to inform (or request permission of) the host country's Immigration Dept. Such was the case in Australia, though neither the host academic nor I was informed of this. Fortunately he knew.

Banking

Speak personally to someone responsible where you bank. Tell her or him the period during which you will be away. Get her direct telephone line, preferably also the home phone in case of dire financial emergency. Find the name of a corresponding bank in the town you're going to, get your bank to send a letter stating that you have been a responsible customer for years. Open a bank account in the sabbatical town head office and deposit some money there (about $1,000 or more) for when you arrive. Have cheques printed. Get a local credit card if necessary. I find that Mastercard is useless in Australia for instance.

Arrange for regular transfer from the St. John's bank of a proportion of your salary each time the University deposits it there. Consider having the money telexed (airmail to Australia varied from 2 - 3 weeks, sometimes longer!)

Documentation

Take with you a University telephone directory.

You may need proof of your preferred status for car insurance (Gold Key or whatever) if you intend to take out car insurance in a foreign country. Check if your Canadian driver's licence is considered valid for extended periods by the foreign country.

Take with you the exact names and telephone numbers in St. John's of anyone you may need to have dealings with by phone from the sabbatical location e.g. life insurance, house insurance, dentist (for old dental records if necessary). Take a copy of your glasses prescription and any other relevant health records. Make a xerox of your credit cards, etc. Keep this xerox with you; have a copy of it, and a list of all your paper assets: life insurance, stocks, bonds, and their amounts, addresses and identifying numbers in a safe place such that a fire at one location e.g. your St. John's home, will not leave you having to do a difficult reconstruction job.

Make a will and have a copy of it in more than one location, and make your heirs aware of where they can get to it in the event of your death.

Keep with you, but not in your wallet, the telephone numbers and telex codes of any credit card company that must be notified if you lose your wallet. Remember 800 numbers are useless from abroad.

Consider and give appropriate instruction as to what mail should be forwarded to your new location, e.g. only first class to be forwarded. If you get manuscripts to review as a referee, do you want them to be sent on to you, or returned to the editor unseen? Decide and leave appropriate instructions and a draft of the reply letter.

Make up a small sheet or card giving your leave location and duration, telephone number there, nearest telex location code, the name of a permanent resident of your sabbatical location who is well known there, and who can readily find you (be sure to take him/her a decent gift when you first arrive). Give this card to friends, secretaries, the mail room, etc.

Renting your House

The Faculty Association office has blank copies of a clear and comprehensive lease, and a two-page set of instructions and advice on how to complete it.

If you are renting your house in St. John's, leave responsibility for its management with a local friend (preferably one who you can do the same for at a later date if she/he goes on sabbatical). Leave this person your power of attorney in writing, and have it clearly understood who will pay lawyer's fees, if he has to litigate with a house renter on your behalf while you are incommunicado (e.g. on the Great Barrier Reef in a hurricane). Your representative may have to act at 1-2 hours notice if there is evidence, e.g. that the renter is terminating the lease, leaving the country, and leaving the house a wreck all within the next week. The Faculty Association office has blank copies of a Power of Attorney form. Find the location of work of all adults who will be involved in renting your house, get them all to be committed, in writing, severally for the maintenance of the house and the payment of the rent.

Have a deposit of 1 or 2 months rent refundable on a given date after your return, not refundable at the end of the lease if they should leave early. Make it clear in the lease that the deposit is not refundable until you personally have had a chance to check the state of the house. This is particularly important if you rent the place furnished.

Have a copy of the lease held by your St. John's friend and take one with you so that you can more intelligently discuss by phone any exigencies.

General

Take maps and photographs of Newfoundland. People are interested.

If you'll be giving talks, take slides of where Newfoundland is (the Medical Audio Visual Service has slides of the map centered on St. John's) and of the University.

Take a selection of small gifts, e.g. tea towels, mini-Screech bottles, labradorite; you will probably be invited out to peoples' houses, perhaps for long weekends.

Reckon on having much more luggage to bring home than you took from St. John's. Consider mailing summer (or winter) clothes, souvenirs, etc. home a few months before your return.

If you firmly intend to make any long trips from your sabbatical location, do it early in the leave, not later, as time seems to pass at exponentially increasing speed.

Health

Consider if you wish to have extra medical coverage to allow for prompt treatment of health emergencies. If you decide not to take extra, take with you some official pamphlet or letter detailing what expenses are covered abroad for presenting in a foreign hospital if necessary. In some places, treatment may be withheld until this is cleared up. Also take with you copies of any appropriate forms for application for reimbursement of medical expenses.

Grant in Lieu of Salary

It will probably be worthwhile to take $3,000 - $5,000 as grant in lieu of salary.

Expenses to do with relocation, and research expenses not recoverable by other means become, in effect, not part of your taxable income. Possible items are: Attendance at conferences in the area of your sabbatical. Scientific supplies, stationery, phone calls (business related) to St. John's or elsewhere. Taxi (or car mileage) to visit other laboratories. Relocation expenses including housing for a few days while you find a semi-permanent residence. Transportation involved in finding the above residence.

Keep all receipts; none are too small; they provide additional evidence that you actually were on business-related trips when you say you were. They must be available for your tax returns. A zippered conference folder is useful for this.

Literature on Sabbatical Leaves

1. "Sabbatical Savvy" by Arthur Drache, Financial Post, April 1, 1984 p96.
2. "Preparing for Research/Study Leave: A Guide" Faculty Association, University of Manitoba.
3. "How to have a satisfying and successful sabbatical" by Barbara Cowan and Edcil Wickham, Bulletin, Canadian Association of University Teachers, December 1985, vol 32 no 8, p. 15.
4. "Planning a year in France? Here are some timely tips" by Marshall Lundlie, Bulletin, C.A.U.T., December 1985, vol 32, no 8, p 17.
5. "Awards for Commonwealth University Academic Staff". Fellowship visiting professorships, grants, etc. open to university academic staff in a Commonwealth country who wish to carry out research, make study visits, or teach for a while at a university in another Commonwealth country. Published biannually by the Association of Commonwealth Universities, Foster House, 36 Gordon Square, London, England, WC1H OPF. Tel. 01-387 8572.

Dans cet article, le Pr James Orr, de l'Université Memoriol, apporte une mine de conseils pratiques aux professeurs qui doivent prendre un congé sabbatique. Ses conseils portent sur toute une gamme de points, y compris passeports et visas, banque, documentation importante à obtenir ou Canada et à emporter (assurance vie et maison, testaments, papiers-voleurs), location de biens, assurance médicale et questions financières.

Amnesty International

There are hundreds of thousands of men and women around the world who are in prison because of their race, religion or political beliefs.

AMNESTY INTERNATIONAL works for all of them — the sick, the tortured, the forgotten.

You can help. Contact:

AMNESTY INTERNATIONAL
Canadian Section (English Speaking)
294 Albert St., Ste. 204,
Ottawa, Ontario, K1P 6E6

Institutional Relations and Finance

Concordia University

Concordia University is seeking to appoint a Vice-Rector, Institutional Relations and Finance. This appointment is for a five-year term, and is renewable.

The Vice-Rector, Institutional Relations and Finance, together with the Vice-Rector, Academic and the Vice-Rector, Services, reports directly to the Rector and Vice-Chancellor.

The following officers report directly to the Vice-Rector, Institutional Relations and Finance: the Director, Development and Capital Campaign; the Executive Director, Alumni Association; the Director, Public Relations; the Director of Planning; the Director, Human Resources; the Assistant Vice-Rector and Treasurer; the Director of Institutional Research; and the University Legal Council.

A background in both public and private institutional administration is desirable. Knowledge and experience of fund raising, as well as some experience of the university sector, would be an asset. Ability to conduct business and to participate actively in meetings in French is a requirement of the position.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Confidentiality of applications and nominations is assured.

Applications and nominations, with biographical information, should be sent by 1 August 1986 to:

Dr. Patrick Kenniff
Rector and Vice-Chancellor
Concordia University
1455 de Maisonneuve Blvd. West
Montréal, Québec H3G 1M8

Report of the Committee of Inquiry in the Case of Professor Leo Johnson At The University of Waterloo

Preface

The Committee of Inquiry was established by the Academic Freedom and Tenure Committee for the purposes of determining whether Professor Leo Johnson "was treated fairly and whether he was treated in accordance with CAUT Guidelines". Professor Johnson had been dismissed from the University of Waterloo by the Board of Governors on June 22, 1983.

We visited the University of Waterloo on March 7-13, 1984 and conducted interviews with:

1. D.T. Wright: President, University of Waterloo
2. R.K. Banks: Dean, Faculty of Arts (Dean Banks made his interview contingent upon receiving written questions in advance. Although this posed some potentially difficult problems, we agreed to this procedure after lengthy discussions with Dean Banks.)
3. J.W. Walker: Chairman, History Department
4. Four members of the Committee to Investigate the Adequacy of Cause (Hereafter the Policy 53 Committee) and E.J. Barnes, Secretary to the Policy 53 Committee. The four faculty members we met with were: J.B. Moffatt (Chairman), J.E. Ashworth, J.A. Schey, and R.P. Schlegel.
5. W.R. Needham: President of the Waterloo Faculty Association
6. Professor R.D. Lambert: Professor Johnson's representative before the Policy 53 Committee
7. Mr. G. Flaxbard: Mr. Johnson's lawyer
8. Two members of the Waterloo Faculty Association's AFT Committee: Professor L.J. Cummings and Professor L. Kapur.

As well, we interviewed Professor Johnson on March 10, 1984 at the Archibald Correctional Centre in Concord, Ontario.

Unfortunately we did not interview everyone directly associated with this case. The Vice-President Academic, T.M. Brzustowski, declined to grant two requests for an interview.

This report is based on the documentation provided by the CAUT AFT Committee, our interviews and supplementary documentation provided by interviewees. We are indebted to all members of the University of Waterloo community and others who gave of their time. Without their cooperation, this report would have been even more difficult to prepare. We would like to give special thanks to Jean Spowart for her assistance in setting up interviews and performing other support activities.

CAUT inquiries are difficult under the best circumstances; we wish it to be noted that our task may have been rendered more difficult than usual. Prior public disclosure of the Baar Report, a preliminary CAUT AFT Committee report which led to this inquiry, undoubtedly contributed to the difficulty. Vice President Brzustowski cited the Baar Report as his reason for not meeting with us; in his view, Baar's report represented CAUT's position with respect to this case. We wish to note we find Brzustowski's explanation less than satisfactory since Vic Sim, Associate Executive Secretary of CAUT, reported to a local newspaper that the Baar Report did not represent CAUT's position. In addition, we assured him it did not represent CAUT's position. Dean Banks also expressed deep concerns about the Baar Report as did others.

Clearly, Baar's Report does not purport to analyze all the facts, nor did Baar interview all persons involved with the case. This is acknowledged on page one. Nevertheless, Baar's analysis generalizes widely and is unremittingly critical of those involved in this matter, with only a few exceptions. We believe that Baar has substituted rhetoric for knowledge; for example: "In summary, the University took on the role of institutional exorcist, casting out the devil from its midst". Such hyperbole is unnecessary and unwarranted. Sweeping condemnations are to be avoided by investigators relying largely on reports provided by one party to a dispute. It has been our experience that CAUT inquiries can be jeopardized by such reports. Accordingly, we respectfully urge that the AFT Committee institute measures to ensure that preliminary reports are balanced, discreet and do not become public.

Introduction

The University

The University of Waterloo is located on a 1,000 acre campus in the City of Waterloo. Waterloo is situated next to Kitchener, and the two cities have a combined population of approximately 200,000.

Classes at the University of Waterloo began to be offered in 1957; the University was incorporated as a degree-granting institution offering courses at the undergraduate and the graduate levels in 1959. The University, which is co-educational and non-denominational, offers programs in Arts, Engineering, Environmental Studies, Human Kinetics and Leisure Studies, Integrated Studies, Mathematics, and Science. The University is a member of The Association of Universities and Colleges of Canada and the Association of Commonwealth Universities. Total undergraduate full-time enrolment is currently 15,088 students while full-time graduate enrolment is currently 1,340 students.

All faculty holding regular appointments and all librarians holding full-time positions are eligible for membership in the University of Waterloo Faculty Association. In addition, "anyone engaged in academic activities but not having a regular appointment" may also seek to be a member of the Association, according to the 1982 Faculty Handbook. Membership in the Association is voluntary and the Association is not certified as a bargaining agent for its members. Terms and conditions of employment are governed by a set of policies which have developed over the years and been approved by Senate, where appropriate, or the Board of Governors. Since 1971, such policies have been established by committees of 7 persons, of whom 2 are appointed by the Association, 2 by Senate and 2 by the President; the President also appoints the Chairman.

Shortly after Professor Leo Johnson of the Department of History, University of Waterloo, was convicted on charges of indecent assault involving female children in November, 1982, the University moved to dismiss him from his tenured position. Representations were made to the University administration to ensure that the hearing — to determine whether dismissal was justified by the circumstances — was conducted fairly and in accordance with CAUT guidelines. These were unsuccessful. The internal University committee established under the Waterloo procedures recommended to the President of the University, Douglas Wright, that Johnson be dismissed. President Wright endorsed the recommendation and it was approved by the Board of Governors.

Because it was not satisfied that Johnson had been treated fairly, the Academic Freedom and Tenure Committee established a committee of inquiry consisting of Pamela Smith (Sample Survey, University of Regina) and Joseph Rose (Faculty of Business, McMaster University) to examine the dismissal procedures in use at Waterloo and to make recommendations for a settlement of the dispute. The AF&T Committee made no judgement on whether or not the charges on which Johnson was convicted warranted termination of a tenured appointment.

When the report of the committee of inquiry was completed, further efforts were made to persuade President Wright to submit the case to binding arbitration. These efforts were also unsuccessful. Because of the significance of the case, the CAUT Board, at its meeting in February, 1986, authorized publication of the report of the committee of inquiry. It appears below.

Leo Johnson is presently awaiting trial on new charges of a similar nature arising out of events in the summer of 1985.

Overview of the Case

Before dismissal proceedings were initiated, Johnson was a tenured Associate Professor in the Department of History. He had been employed at the University of Waterloo for 16 years. His teaching evaluations were favourable and he was a productive researcher.

On August 19, 1982, Professor Johnson was arrested and charged with several sexual offences against children. Subsequently, he pleaded guilty to nine charges of indecent assault (female) and one charge of having intercourse with a female under the age of 14. On November 30th, Judge Reilly sentenced him to a prison term of two years less one day and three years parole. At that time, Johnson would have become eligible for parole on July 31, 1983. The Ontario Attorney General appealed Johnson's sentence on December 23, 1982; the Court of Appeal decision of June 25, 1983 increased Johnson's sentence to four years.

Within five weeks of his conviction, Dean Banks recommended that Johnson's employment be terminated. Vice-President Brzustowski formally notified Johnson of the invocation of Policy 53 which specified procedures for dismissing tenured faculty members (hereafter referred to as Policy 53). On January 12, 1983, Banks advised Johnson his salary was being discontinued because he was unavailable to take up his duties.

Policy 53 requires that a 5 person Committee advise the President whether there are adequate grounds for dismissal; that Committee was established in January, 1983. On January 28th, Dean Banks wrote to the Committee citing two grounds for his recommendation to dismiss Johnson. The first ground was that the consequences of Johnson's criminal behaviour and imprisonment rendered him incapable of fulfilling his contract of employment. That Johnson's criminal behaviour constituted gross misconduct was given as the second ground. Beginning its work in February, the Committee issued a report on May 30, 1983. It unanimously recommended the dismissal of Johnson to President Wright. President Wright made the same recommendation to the Board of Governors on June 22nd, which was accepted. Professor Johnson was notified subsequently by letter of the Board's decision.

Policy 53

Policy 53 consists of four sections: (I) categories of appointments; (II) types of appointments, e.g., fixed term, probationary term and tenure; (III) reduction in academic appointments for budgetary or redundancy reasons; and (IV) policy review. Our principal concern is with Part II, Section C (hereafter termed II-C), which outlines tenure policy at the University of Waterloo. Subsection 8 establishes a procedure for the termination of tenure or the dismissal of a tenured faculty member. It is reproduced as Appendix A.

(Editor's note: appendices have not been printed here; they are available on request.)

To engage in a lengthy discussion of the meaning of tenure or its purpose as outlined in Policy 53 is not our purpose. However, it is noted that the Policy defines tenure in 11(C)(2): "Tenure shall mean a condition of employment whereby the University relinquishes the right to terminate the appointment prior to the normal period of retirement, *except for adequate cause and in accordance with the procedures outlined in this policy*" (Our emphasis). Standards to be used for the granting of tenure are provided by Senate Guidelines appended to Policy 53; the factors to be considered include teaching, scholarship, professional conduct and service. Section C, paragraph 4 of the Addendum to Policy 53 explicitly notes that the candidates' personal lives are not to be considered in tenure decisions and that candidates' political opinions, national backgrounds "— and anything else not at the heart of their professional conduct" are also irrelevant.

Section II-C-8 of Policy 53 specifies that dismissal of faculty with tenure shall occur only when there is adequate cause. Recognizing that its true meaning "can usually be reached only in the context of a particular case", Policy 53 does not define adequate cause. Where it is believed that adequate cause exists, the Policy 53 Committee is to investigate. The Committee is drawn from a standing list of 9 tenured faculty members appointed every two years by the Senate, from which the Academic Vice-President and the affected faculty member each exclude two names.

The most significant requirements of Policy 53 are:

- Before invoking any formal procedure, the V.P. Academic is required to convene a meeting with the faculty member and the Dean of the Faculty. The "meeting shall be to clarify the issues and attempt to resolve them." Should the V.P. Academic then decide that formal proceedings are necessary, the Policy 53 Committee is to be established.
- The Dean of the Faculty shall inform the Policy 53 Committee in writing "of all the grounds and evidence supporting the recommendation to dismiss the faculty member." Upon receipt of a copy of the Dean's letter, the faculty member shall provide a written statement of the member's case to the Policy 53 Committee.
- The Policy 53 Committee shall commence proceedings within 30 days of being struck. A preparatory meeting shall be held with the faculty member and the Dean. The preparatory meeting is to plan the investigation and consider scheduling and procedural matters. The Policy recognizes that the "affected faculty member will be provided with every opportunity to present a full defense."
- The report of the Policy 53 Committee "shall be relevant to, and restricted to, the alleged cause or causes advanced for the dismissal of the faculty member in question, as set forth in the statement of the Dean." The report shall be sent to the President of the University. Both the faculty member and the Dean shall receive copies of the report.
- The President's recommendations, if any, shall be presented to the Board of Governors.
- A faculty member who is unavailable to participate in the proceedings, may designate a faculty member to act on his behalf.

Several aspects of Section II-C-8 merit attention. Most features of this section are mandatory rather than discretionary; the term "shall" is used repeatedly. Nevertheless, the Committee does have discretion to adopt its own procedures in the conduct of its hearings. Finally, the Committee is advisory to the President; it does not have the authority to issue a final and binding decision, but is limited to reporting its findings and recommendations concerning whether there is adequate cause to dismiss.

Nature of CAUT Inquiry

Our terms of reference require us to determine two broad issues, the first of which is whether Johnson was treated fairly. While the Committee's procedures and operation are a central aspect of this investigation, there are other aspects of this case which bear on whether Johnson was treated fairly. Representations he made or that were made on his behalf in the period prior to the formal Committee hearings, as well as the actions of the President and the Board of Governors subsequent to the submission of the Committee's report, must also be considered.

With respect to the second issue, there is *prima facie* evidence that Policy 53 does not conform with CAUT Guidelines, which suggest that all dismissal cases be the subject of final and binding arbitration. In our opinion, lack of comparability between Policy 53 and the CAUT guideline in this respect does not mean automatically that a faculty member cannot obtain a fair hearing at the University of Waterloo. Whether the decision to dismiss Johnson was arrived at in accordance with the "CAUT-preferred-procedure" is not disputed; clearly he was not. Nevertheless, a question remains. It is whether the procedure at the University of Waterloo conformed to the premises of fairness which have been established by arbitral precedent and are implicit in the CAUT Guideline. The relative merits of different dismissal procedures could be debated endlessly. Our task is not to determine the optimal model. Rather, we are to ascertain whether the University of Waterloo procedures, as they were applied in the Johnson case, satisfy the principles of natural justice and fairness upon which CAUT Gudelines are based.

The Johnson Case

Events Prior to December 17, 1982

The period August 19 - December 17, 1982 represents the elapsed time between Johnson's arrest and the visit by Brzustowski and Banks to Johnson at the Ontario Correctional Institute in Brampton. The first matter we wish to consider is what took place during this time period. In particular, what options, if any, did representatives of the University Administration consider with respect to Johnson's future status? What were Johnson's thoughts or actions regarding continued employment? Were there any discussions or negotiations between Johnson and the University administrators?

From the beginning, there was little doubt about Johnson's guilt concerning the criminal charges; Johnson himself confessed his guilt

to Department Chairman Walker and others. Johnson had been scheduled to teach during the 1982 Fall term, following a paid research term. Despite his guilt, Johnson felt perfectly capable of discharging his normal teaching duties. He also informed Walker that he could seek several adjournments of his trial and the case might not be heard before May, 1983. Walker, however, felt Johnson was being unrealistic. In his opinion, Johnson's behavior indicated that Johnson was overestimating his ability to continue to teach. Furthermore, Walker believed that the matter might not simply "blow over" and there would likely be too many distractions, such as court appearances. Accordingly, one week prior to the commencement of September classes, Walker insisted that Johnson take a research term without prejudice. No decision was taken with respect to the remainder of the academic year. Johnson was scheduled for a second teaching term in the Winter and a research term in the Spring of 1983.

Walker met again during the Fall term with Johnson; at that time Johnson proposed that he receive another unscheduled research term commencing in January. Johnson believed that if he entered a guilty plea, he would receive a light sentence. Under these circumstances, he felt it would be possible to continue his research while he was incarcerated and be available for teaching in the Fall term of 1983.

Johnson says that the timing of his guilty plea was influenced by his conversation with Walker. He believed that Walker was not only sympathetic but was supportive and that Walker saw no problem with this proposal. Walker says he personally favoured another research term, but was skeptical. While it is disputed whether Walker disclosed his skepticism to Johnson, he did tell Johnson he would raise the research term proposal with Banks. Walker also states that he reported to Johnson that Banks was reluctant to make a commitment. While we are prepared to accept the fact that Johnson believed another research term would not pose a problem, in our view the University Administration did not make any formal commitments in this regard. While Johnson may have concluded that imprisonment would not adversely affect his employment status, we are persuaded this conclusion was based on his perceptions and did not result from explicit University encouragement. What Johnson might have done if the University had discouraged him explicitly is entirely hypothetical at this stage.

In summary, prior to Johnson's sentencing and imprisonment, a first unscheduled research term had been granted and Johnson had informally proposed that he receive a second unscheduled research term. It should also be emphasized that up to this point neither Johnson or the University had pursued other options, such as disability leave or an unpaid leave of absence. Moreover, there were no informal or formal discussions of these possibilities with representatives of the University Administration.

Following Johnson's incarceration, Walker visited him at the Galt Detention Centre in early December. Johnson told Walker he had prepared three letters. The first requested that he be granted a second unscheduled research term in lieu of his Winter teaching term. This was delivered to Walker on December 7, 1982. If the request was denied, then a second letter would be delivered. Similarly, the third letter would be delivered if the second request were turned down. The second and third letters (both dated December 7th) were never sent; they contained requests for an unpaid leave of absence in the Winter term and a one year unpaid leave of absence, respectively.

All three letters provided as a reason the fact that Johnson was undergoing "intense psychiatric therapy"; no other reason was given. Walker was invited to consult with Dr. Mausberg, Johnson's psychiatrist. The letters requesting leave emphasized the importance of leave and treatment assisting Johnson to "return to my classes better able to perform my functions."

The second and third letters were never sent because there was never a direct and formal response to Johnson's request for the research term. Although decisions regarding research terms are normally made by Walker, he wrote Johnson and advised him the letter had been referred to Banks. (Walker indicated to us he had told Johnson he would follow this procedure.) Banks advised Walker he would look after the request. It is not entirely clear to us why Johnson and his representative, Lambert, embarked on this three-letter strategy, instead of presenting all three options to Walker at the same time, except that Johnson was confident Walker would support the research term proposal. We wish to note there was some disagreement among Walker, Johnson and Lambert as to the origin of the three-letter strategy. Johnson stated to us that the alternatives to a research term were less satisfactory because they involved a loss of salary.

Prior to December 17th, there was no formal decision regarding Johnson's request for a research term. As far as we can determine, the issue was not raised on December 17th. Neither Brzustowski nor Banks advised Johnson that his request had been turned down. For his part, Johnson made no inquiry about the status of his request at the December 17th meeting.

The December 17th Meeting

The December 17th meeting was initiated by Brzustowski in accordance with the Policy 53 procedure. Specifically, under Section 11-C-8-d(1), Brzustowski, Banks and Johnson were required to meet in an effort to clarify issues and resolve them. According to Johnson, there was no prior notice of the meeting; apparently, Banks and Brzustowski arrived unannounced at the Ontario Correctional Institute in Brampton.

Generally, it is agreed the purpose of the meeting was to inform Johnson that Banks would be initiating proceedings under Policy 53. Brzustowski read to Johnson pertinent sections of Policy 53. According to Banks, Johnson's criminal behaviour warranted dismissal because he was unable to perform effectively and not fit to do so. Johnson states that Banks' case was based on his being guilty of a breach of public trust. Johnson's incarceration and unavailability for scheduled classes were also discussed. Johnson characterized this discussion as an aside, not forming the basis of Banks' recommendation, which in his view was based solely on the trust issue. On the other hand, Banks indicates that he did not consider Johnson's unavailability as a mere aside. These issues and Johnson's reply, which included a discussion of the charges, Senate Guidelines on tenure, a lengthy discourse on his medical condition — pedophilia — and treatment, the University's responsibility to rehabilitate employees and other matters consumed the entire meeting.

Two conclusions can be drawn from the December 17th meeting. First, we believe the scope of a meeting held under Section 11-C-8d(1) is sufficiently broad to allow the parties to resolve a dispute which appears destined for the Policy 53 Committee. A possible result of discussing and clarifying issues is that the parties may choose to negotiate a settlement rather than refer a case to the Policy 53 Committee. Thus, options such as leaves of absence, resignation and research terms could have been discussed. In this instance, the discussion was limited mainly to the University's charges. Perhaps if Johnson had been given sufficient notice of this meeting (see below), a wider range of issues could have been discussed. Banks appeared quite uncomfortable when we asked if Johnson had been given adequate notice. He deferred to Brzustowski, observing it was the Vice President who convened the December 17th meeting. Brzustowski, it will be recalled, declined to meet with us.

Second, such a meeting is intended to function as an informal forum, in much the same way as union-employer meetings try to informally resolve grievances without prejudice. Ideally, it should provide a full and frank exchange of views, including the Dean's rationale for initiating dismissal proceedings. Johnson expressed deep concern that Banks' December 17th rationale changed when he: (1) wrote to Brzustowski on December 23rd setting out his case for dismissal and (2) presented formal charges to the Policy 53 Committee on January 28, 1983. While it is true Banks modified the grounds for dismissal, the subsequent grounds for his recommendation do not constitute entirely *new* grounds. Banks is by no means limited to the discussion of December 17th which was informal, general (e.g., public trust was never defined) and exploratory. Indeed, Section 11-C-8d(1) explicitly recognizes that one purpose of such a meeting is to *clarify the issue*. In our view, the December 17th meeting served this purpose. Ironically, Johnson's lengthy argument that the "breach of public trust" charge could not be substantiated may have led to the modification of the grounds for dismissal.

In conclusion, we are persuaded that the December 17th meeting served the purpose outlined in Section 11-C-8d(1). Nevertheless, we do have two reservations about the December 17th meeting. These are that (1) Johnson was not given sufficient notice of the time and purpose of the meeting and therefore was unable to prepare for it and (2) Johnson was unable to designate a representative to attend the meeting. Ensuring sufficient notice and the opportunity to be represented seem to us to be sensible procedural safeguards. Both of these are central to the clarification and informal resolution of the issues. Without proper notification and representation, a faculty member is at a decided disadvantage to try and resolve matters at this stage. Johnson was entitled to such consideration. However, the matter would have proceeded to the Policy 53 Committee in all likelihood. We base this conclusion on Banks' assessment that there was a strong case for dismissal and Johnson's equally strong, but contrary, belief.

Events Subsequent to December 17th

Following the meeting with Johnson, Banks wrote to Brzustowski on December 23rd and outlined his case. The letter reads as follows:

> Professor Johnson has pleaded guilty to criminal charges involving sexual misconduct with minors, including having sexual intercourse with a child under the age of 14 years. He has been sentenced to a term of two years less a day in an Ontario Reformatory.
>
> It is my conclusion that Professor Johnson's criminal behaviour constitutes gross misconduct, has made him unable to discharge his duties as a professor effectively and indicates that he is unfit to do so. I recommend that the steps outlined in Policy 53 ("Faculty Appointments — Tenure") — be undertaken to terminate his tenure and his employment.

On December 23rd, Brzustowski wrote to Johnson seeking a reply to Banks' letter. Johnson sent a lengthy response, dated December 28th, expressing deep concern about Banks' memorandum. Specifically, he complained Banks had "substantially altered the thrust of his charges" outlined on December 17th from breach of trust to gross misconduct. Johnson also reiterated many of the points he made in the December 17th meeting. After considering the respective positions, Brzustowski formally advised Johnson, by letter dated January 7, 1983, that he was initiating dismissal procedures, including the establishment of the Policy 53 Committee.

On January 12th, Banks advised Johnson by letter that his salary was being discontinued.

> Because you are not available to take up your duties, I have today directed that, effective immediately and until further notice, your salary payments are to be discontinued.
>
> The normal University benefit program will be continued until further notice.

The appropriateness of this action was disputed, with Flaxbard arguing in favour of salary continuance persuant to 11-C-8d(11). The provision states:

> Either at the faculty members' request or at the Dean's request, the President may temporarily relieve the faculty member of duties pending the outcome of the proceedings. The faculty member's salary and fringe benefits shall continue during this period.

Haney, the University's solicitor, took a contrary position in a letter to Flaxbard dated February 16th.

> Section 8d(11) of Policy No. 53 quite obviously deals with the situation where proceedings are taken to terminate tenure of a faculty member who is on campus and who is being relieved of his duties pending the outcome of the dismissal proceedings. With respect, this is not Prof. Johnson's situation, and I have advised the University that this Section has no application in the present circumstances.
>
> The position of the University is that Prof. Johnson is not entitled to receive his salary, as he is in no position to carry out his usual duties at the University. I trust you will advise him accordingly. Finally, we wish to note that CAUT favours salary continuance for faculty members facing dismissal proceedings *(CAUT Handbook*, page 17).
>
> C9. The president of a university may, by written notice for stated cause relieve a faculty member of some or all university duties and withdraw some or all university privileges, provided that dismissal or other procedures to determine the propriety of such action have already been initiated or are initiated simultaneously. The suspension should terminate with the conclusion of the dismissal or other proceedings or at such earlier time as the president may deem appropriate. The stated cause must involve an immediate threat to the functioning of the university, or to any member of the university. Salary and other benefits should continue throughout the period of suspension.

According to 11-C-8d(3) Banks must inform the Policy 53 Committee "of all the grounds and evidence supporting the recommendation to dismiss the faculty member." On January 28, 1983, he provided the Policy 53 Committee with the following letter.

> In accordance with University of Waterloo Policy 53 (11-C-8), I am writing to you to present the evidence and grounds supporting the recommendation that the tenure of Professor Leo Johnson be terminated and that he be dismissed from his position at the University of Waterloo.
>
> Professor Johnson has pleaded guilty to criminal charges of sexual misconduct with minors, including children for whom he was legal guardian. The criminal charges consist of nine counts of indecent assault and one count of sexual intercourse with a female under the age of 14. He has been sentenced to a term in an Ontario Reformatory of two years less a day. (The evidence concerning these matters is, of course, set out more fully in the proceedings of his trial and sentencing.)
>
> The following *grounds exist for terminating* the tenure of Professor Johnson and dismissing him from his position.
>
> The consequences of Professor Johnson's criminal behaviour and imprisonment have rendered him incapable of discharging the responsibilities of his position and thus, of fulfilling his contract of employment.
>
> Professor Johnson's criminal behaviour represents gross misconduct, is inconsistent with the position of trust and responsibility bestowed on a Professor and is inconsistent with continuing his employment.

The application of Section 11-C-8d(3) generated controversy. In our opinion, the intent is not to require the production of every piece of evidence upon which a dismissal recommendation is based. Rather the intent must be to identify the specific grounds for dismissal and to outline the evidence which supports each ground. Furthermore, the purpose of this requirement is to inform the faculty member of the nature of the case against him or her in order that he or she can prepare an adequate defense. The principal shortcoming of Banks' letter was its failure to specify what consequences he had in mind with respect to the first charge. What consequences aside from Johnson's unavailability to meet classes were being considered by Banks? Unquestionably, Bank's letter of January 28th did not satisfy Johnson or his representative, Lambert. Their principal concerns were that Banks had failed to produce all his evidence and that he had "changed" the grounds for his recommendation of dismissal. These concerns and requests for clarification led to delays in Johnson's response to the charges. The time limits specified in Section 11-C-8d(4) required Johnson to respond within 30 days of the formation of the Policy 53 Committee. To avoid forfeiting the case, Johnson responded to Chairman Moffatt on February 19th as follows:

> Under protest, and only because the Committee has ruled that unless I respond to the Dean's memorandum of 28 January 1983, my appointment shall be terminated by the University, I shall attempt to respond to the ambiguous memorandum of the Dean as follows:
>
> (1) I deny that any adequate cause exists for termination of my tenure and for my dismissal;
>
> (2) I deny that the consequences of my behaviour in my personal life resulting in my conviction and the resulting imprisonment have rendered me incapable of discharging the responsibility of my position, and thus, of fulfilling my contract of employment;
>
> (3) I deny that such behaviour represents gross misconduct in relation to my position at the University;
>
> (4) I deny that such behaviour is inconsistent with any position of trust and responsibility that may be proven to be bestowed on me as a professor, and I further deny that it is inconsistent with the continuation of my employment;
>
> (5) I deny that the Dean's memorandum of 28 January 1983 complies with the requirement of Part II, Section C, Item 8, of University of Waterloo Policy 53, and ask that the proceedings pursuant thereto be terminated immediately.

Policy 53 Committee Deliberations and Findings

The Committee proceedings can be divided into two parts: (1) preparatory meetings to discuss and decide procedural issues and (2) meetings to hear testimony and receive other evidence. The following persons gave evidence: Banks, Walker, Johnson and Donald Savage, Executive Secretary of CAUT. The Committee met over a four month period and issued its report on May 31st. It held a total of 16 meetings, of which four were devoted entirely to procedural matters, 9 to largely hearing evidence and 3 to in camera report preparation.

At its first meeting, held February 4th, two representatives authorized by Johnson appeared — Lambert and Gary Flaxbard, legal counsel to Johnson. Between February 4th and May 31st, Lambert raised numerous objections (both at meetings and subsequently in letters to Chairman Moffatt) about the Policy 53 Committee's decisions and conduct. These alleged procedural irregularities formed part of Johnson's defense to both the President and the Board of Governors.

At this juncture, we do not wish to assess the merits of these allegations (that analysis appears in Part IV). However, we do wish to list, in no particular order, a number of concerns raised by Lambert over the course of the proceedings.

1. The manner in which the Policy 53 Committee was established was unfair to Johnson.
2. Committee decisions barring legal counsel, not requiring sworn testimony and not allowing direct and cross-examination of witnesses were unfair to Johnson.
3. Banks was never compelled to specify all the charges and evidence he would rely on as required by Section 11-C-8d(3).
4. The Committee was incapable of conducting an independent, quasi-judicial inquiry and compromised its independence by seeking legal advice from the University's lawyer on critical matters.
5. The Committee turned down the request of the Waterloo Faculty Association for observer status at Committee meetings.
6. The Committee engaged in *ex parte* fact finding and thereby violated the principles of natural justice. This included a "secret" meeting with Walker and an examination of trial transcripts and a medical report.
7. The Committee split the charges against Johnson and only considered the first charge.
8. The Committee failed to consider relevant evidence, namely past practice and precedents and denied Lambert's request to have expert witnesses give psychiatric evidence.
9. The Committee was subjected to external pressures as evidenced by the fact the Committee received a petition from the outside community.

To capture the almosphere of the Committee's hearings is difficult, but words and phrases such as "tense", "formally civil" and "uncomfortable" were used to describe the proceedings. Given the number of objections raised by Lambert, it is fair to conclude the meetings were contentious, frequently adversarial and anything but relaxed. Some, but not all, of the tension might have been alleviated if the Committee had given Lambert written reasons for its rulings in every instance. Committee members indicated this was one thing they would do differently if they were to repeat their experience.

On May 31, 1983, the Committee issued a 26-page report to President Wright. The report summarizes the Committee's handling of the case, Lambert's objections about procedural irregularities and the evidence; it includes the Committee's findings, conclusions and recommendations.

Since the Committee confined itself to examining the first ground for dismissal, Banks' case can be quickly summarized. Johnson's criminal behaviour and imprisonment rendered him incapable of performing his normal duties and therefore he failed to fulfill his contract of employment. The Winter 1983 term was a scheduled teaching term for Johnson and he was unable to meet his classes. As a result, the Department of History had to cancel classes, hire another professor and rearrange graduate supervision. On February 25th, Banks told the Committee he was unaware "of any scholarly activities Johnson had carried out this term". He doubted Johnson could conduct research in his present circumstances, but conceded he could not be certain of this.

Lambert's defense of Johnson was based on several considerations. He charged the Committee with having made so many procedural er-

rors that it was impossible for Johnson to get a fair hearing. He also emphasized there were no academic grounds for dismissal; if the Committee insisted on confining itself to the first charge, Lambert argued that it should consider mitigating circumstances. In particular, he pointed to Johnson's psychiatric problems and proposed that the University had a responsibility to treat Johnson compassionately and assist in his rehabilitation. Lambert concluded that the grounds for dismissal did not exist. He also suggested the Committee consider recommending binding arbitration or some modification of Johnson's contract of employment, such as assigning alternative duties or returning to probationary status.

The Committee's summary of the evidence included the following determinations. First, Johnson was convicted of criminal behaviour and sentenced to prison. One Committee member read and summarized for the entire Committee the transcript of the trial. All Committee members read Judge Reilly's sentencing, which described the gravity of the criminal behaviour. Second, Johnson's criminal act did not involve any of the following elements: (a) a faculty member maintaining his innocence; (b) a foreign court with dissimilar legal practices; (c) a criminal act involving conscience, religion or politics; or (d) an unduly harsh sentence relative to similar offenses. Third, Johnson was capable of performing "some limited academic duties in prison", such as, research, writing and seeing graduate students, but not the full range of normal duties. Fourth, the Committee, while agreeing that Johnson needed extensive psychiatric help, felt this mitigating factor should not be given greater weight than Judge Reilly gave it. Fifth, the Committee concluded the only relevant precedents would be cases involving "the enforced absence of a faculty member by virtue of criminal behaviour resulting in a prison sentence..."

At pages 23-26, the Committee summarized its conclusions with respect to the first charge; these are reproduced as Appendix B. The Committee rejected Lambert's complaints of procedural irregularities and determined that neither the medical or compassionate grounds advanced were sufficient to outweigh Johnson's criminal behaviour. Accordingly, the Committee found there was adequate cause and unanimously recommended "that the tenure of Johnson be terminated and that he be dismissed from his position at the University of Waterloo." The report, which was discussed by President Wright and Lambert on June 2nd, subsequently formed the basis of Wright's recommendation to the Board of Governors. In their meeting, Lambert reiterated his concerns about Committee procedures. After considering Policy 53 and the Committee's report and meeting with Lambert, Wright was satisified the Committee had conducted a fair hearing.

The Board of Governor's Meeting

The Johnson case was not decided at the June 7th Board meeting, but was deferred to a special meeting on June 22nd. The meeting was chaired by J. Trevor Eyton, Chairman of the Board of Governors. Eyton limited the discussion to Banks' charges and the President's recommendation. President Wright recommended that Johnson be de-tenured and dismissed from the University. His recommendation was based on the Policy 53 Committee report and his own reflection on the case. As far as can be determined, Wright did not read the minutes of Committee meetings, Dr. Mausberg's report or the trial transcript. Johnson was represented by his lawyer, Flaxbard, and gave evidence in his own behalf. Other Johnson witnesses included Savage, Lambert and David Cooke, Johnson's criminal lawyer.

Just prior to the June 22nd meeting, Haney showed Flaxbard a copy of Wright's recommendation to the Board. Flaxbard objected to the reference to embarrassment in the original recommendation, which read:

> Not only was Professor Johnson unable to fulfill his contractual obligations to this University by reason of his conviction and subsequent prison sentence, but as well, he has caused embarrassment to the University and to his profession. His actions, in my opinion, render him unfit to be a tenured member of, or be employed by, the University.

Flaxbard stated this reference constituted a new charge against Johnson. The provision was modified as follows:

> Professor Johnson has been unable to fulfill his contractual obligations to this University by reason of his conviction and subsequent prison sentence. His actions, in my opinion, render him unfit to be a tenured member of, or be employed by, the University.

The board meeting began with a statement by President Wright outlining the case and his recommendation. Subsequently, he was questioned by Flaxbard. There was no sworn testimony and witnesses could be questioned, but not cross-examined. While Flaxbard was given ample latitude to question Wright, he was not true of all witnesses. Lambert, for example, was only permitted to answer questions pertaining to Johnson's academic reputuation.

In response to questions, Wright stated that the nature of Johnson's criminal behaviour was relevant to the disposition of the case. He stated Johnson's conviction on these charges rendered him unfit to continue teaching at the University. While indicating that his judgment reflected a moral judgment, he emphasized that the Committee report played a larger part in his decision. However, when queried what evidence supported Banks' second charge, he responded: "his guilty plea and conviction". At the end of President Wright's testimony a Board member asked whether the mandate and procedures outlined in Policy 53 had been followed in establishing the Committee and by the manner in which the Committee fulfilled its responsibilities. Eyton's response was "our legal advice is we have followed all of the legal procedures to this time". Presumably, the legal advice came from Haney.

Flaxbard then proceeded to call his witnesses. Savage explained the role of CAUT, CAUT guidelines favouring arbitration in dismissal cases and the meaning of tenure. He noted tenured faculty are subject to dismissal for cause, such as, persistent neglect of duty, incompetence or moral turpitude. In cases involving moral turpitude, it must be shown that the behaviour is related to the performance of academic duties. Savage cited the examples of falsifying research findings or the soliciting of sex for grades as illustrations of moral turpitude.

Lambert gave evidence of Johnson's reputation as a historian and submitted a letter from Professor W. Clement on the quality of Johnson's academic work. Cook provided an outline of Johnson's criminal behaviour and various aspects of the trial. Johnson reviewed his academic career at the University of Waterloo, his background, the nature of pedophilia and the University's failure to treat him compassionately. He argued the University was aware of his medical problems yet never offered him a medical leave. Flaxbard also requested an adjournment so that Dr. Roper could give evidence. This request was refused on the basis that the Board was prepared to accept the fact of Johnson's medical problem.

It is not possible to determine the reasons for the board's decision to dismiss Johnson. Information before the Board consisted of Banks' charges, Wright's recommendation, a six-page critique of the Policy 53 Committee report prepared by Flaxbard and the witnesses' testimony. Since Flaxbard was prohibited from re-trying the case that went to the Policy 53 Committee, Johnson's defense centered on mitigating factors — medical and compassionate. The Board's deliberations were held in closed session. We were told by Wright that because the session was confidential, he was not at liberty to discuss it. In any event, the Board's decision was communicated by Wright to Johnson in a letter dated June 22, 1983. No reasons for the decision are available from this letter; it reads:

> I wish to inform you that at its special meeting on June 22, 1983, the Board of Governors of the University of Waterloo terminated your tenure and dismissed you from employment with the University, effective immediately.

Conclusions

Johnson's Request For A Research Term

We wish it to be noted that the question of whether or not this request ought to have been granted does not fall within our investigation's ambit. Accordingly, we will not comment on either the reasonableness of the request, nor the ultimate response to it. As is the case throughout this report, we provide observations and conclusions only with respect to the procedures employed in Johnson's dismissal.

Normally, research term decisions are made by the department chairman. However, given that Johnson was imprisoned and that the request involved a second unscheduled and third consecutive research term, we are not of the opinion that it was inappropriate for more senior university administrators to be involved in the decision. Walker had suggested to the Committee that if the decision had been left to him, he might have granted Johnson's request. He also stated that; because he had felt uncomfortable about making the decision, he had expressed his discomfort to Banks and passed Johnson's written request forward to him.

It is a matter of record that there was never a response to Johnson's request. As a matter of courtesy and certainly as a good procedure, Johnson's application for a research term warranted a formal response. His request was made in writing and someone representing the University Administration had an obligation to make a decision and provide reasons for it.

Before the Committee, Banks testified that: (1) within the Faculty of Arts, faculty members normally receive one research term annually; (2) if a professor expects to be absent for a research term, there must be a proper academic reason (i.e., to pursue research); (3) a professor on research term would be expected to be around to perform service duties and assist graduate students; and (4) a research term must normally be earned. While these surely constitute relevant considerations, they do not inform us whether the research term application was in fact considered.

Banks argues that the meeting of December 17th and the initiation of the Policy 53 procedure represent an "implicit" rejection of Johnson's application for a research term, thereby constituting a response to Johnson's December 7th letter. There is considerable force to this position. While Johnson continues aggrieved that there was no direct response to his application, it cannot be argued seriously that the December 17th meeting and subsequent events convey a meaning other than that his application had been rejected. There is no basis for reaching any other conclusion. Johnson's failure to raise the matter on December 17th suggests he had reached the same conclusion. But it is to be noted that, rather than transmitting the remaining two letters dated December 7th as originally planned, the emphasis shifted to preparing a defense against dismissal.

While we accept Bank's position that Johnson's application was rejected implicitly, we are not persuaded that Johnson's request was handled reasonably. In our opinion, once the request was made there was a positive obligation on Bank's part to give it fair consideration, and to respond to the application directly, giving reasons for the response.

The failure to respond directly to Johnson's request does raise questions about whether the request was considered and, if considered, whether it was dealt with in good faith. It may have been that, at the time of Johnson's application, different options were being considered by Banks or others. For example, dismissal under Policy 53 may have been under active consideration. Nevertheless, Banks' responsibility as the initiator of dismissal under Policy 53 did not relieve him of the responsibilities of considering and deciding Johnson's research term request on its merits. As noted in Brown and Beatty, Canadian Labour Arbitration, 2nd edition (at page 401), an employer does not have an unfettered right to deny a request for a leave of absence and discharge an employee because the employee was obliged to serve a jail sentence. The employer must "attempt to balance its own interest in production against the employee's interest in continued employment".

Role of the Policy 53 Committee

To describe the role of the Policy 53 Committee or its standing under the Statutory Powers Procedures Act is by no means easy. A cursory review of the Act suggests it does not govern the Policy 53 Committee proceedings. While the Committee can make recommendations, it does not have the final authority to decide disciplinary matters; therefore, it cannot be regarded as a court or an arbitration board. Its responsibility is limited to conducting an investigation and to making a recommendation to the President. Thereafter, the President may make a recommendation to the Board of Governors. Ultimately, the Board must decide whether to dismiss. Thus, in a sense, the Policy 53 Committee operates as an "academic grand jury"; it determines whether or not there is just cause to dismiss, but the penalty is left to the Board.

Since it is required to make recommendations which subsequently may form the basis of a Board of Governors' decision, there would appear to be an onus on the Committee to conduct a full and fair inquiry. Rules of evidence are not as rigorous in arbitration as they are in courts; it is clear the Committee operated even more informally than an arbitration hearing would, with respect to rules of evidence. While there are many virtues inherent in informal proceedings, informality and efficiency should not be ends in themselves. Moreover, careful consideration must be given to the issue of natural justice. Although the Committee has discretion under Policy 53 to establish its own rules and procedures, it is to be hoped and expected that these would satisfy the requirements of procedural fairness and natural justice.

The participants in the Committee proceedings occupied the following roles. Banks can be compared to a prosecutor in that he presented the charges against Johnson and bore the onus of establishing adequate cause. Lambert's principal role was that of defense counsel. The Committee's principal role was to conduct meetings, hear evidence and issue a report containing its findings and recommendations; it can be compared to a "grand jury". Functioning as an independent body, it was expected to render an impartial judgment. Unlike an arbitration board, however, it could independently collect evidence and call and question witnesses. This particular function caused some controversy, but it is not precluded by Policy 53 and may not be inconsistent with the role of an "academic grand jury".

Significance of Procedural Irregularities

As indicated earlier, Lambert objected to various procedural decisions made by the Committee. The major objections will be considered individually. We wish to note the list is not all-inclusive, but covers those objections most salient to determining whether Johnson was treated fairly.

1. The manner in which the Policy 53 Committee was established was unfair to Johnson.

At the outset, Lambert and Johnson had different expectations regarding the Policy 53 Committee. Lambert was pessimistic, assuming the outcome was predetermined by the nature and composition of the Committee. Drawn from a panel nominated by the Vice-President, Academic, the Committee did not have representatives directly chosen by Johnson. Despite his concerns, Lambert felt there was no alternative but to participate in the proceedings and record all procedural shortcomings in the event court action became necessary. On the other hand, Johnson was optimistic initially. Based on the December 17th meeting, it was his opinion that the University did not have strong grounds for dismissal. Johnson was confident he could "win" since the dismissal would not be found to have cause. Moreover, he did not perceive the Committee to be biased, as constituted.

We are satisfied the Committee was established in accordance with Policy 53. The panel of 9 members of the Standing Committee was established well in advance of the initiation of dismissal proceedings and as part of the normal procedures at the University. Furthermore, there is no evidence Committee members had prejudged Johnson's case.

2. Committee decisions barring legal counsel, not requiring sworn testimony and not allowing direct and cross-examination of witnesses was unfair to Johnson

The Policy 53 Committee felt it was deciding an academic matter and it did not wish to get bogged down in "legal hassles". Banks argued that if the Committee allowed Johnson to be represented by legal counsel, he would also want legal representation. The Committee felt it too would require legal counsel, if both Banks and Johnson had it. Chairman Moffatt threatened to resign if lawyers became directly involved. The Committee decided against direct involvement of counsel for any of the parties. In a letter to Lambert dated February 8, 1983 Moffatt conceded the Committee was not equipped "to deal with such questions as the admissability of evidence and arguments on points of law", but indicated it intended to provide "ample opportunity to all parties concerned to present all information which the parties consider to be relevant to the investigation." Additionally, the Committee felt it should direct all questions to witnesses as a matter of convenience. If Lambert or Banks wished to question a witness, their questions should be directed through the Committee's Chairman.

Lambert felt that Section II-8-d(5) not only permitted but contemplated the participation of legal counsel in the Committee proceedings and that Johnson was entitled to legal counsel in order to prepare a "full defense". Sworn testimony and direct and cross-examination of witnesses were required as a matter of fair play and were consonant with our legal traditions, Lambert argued.

In our opinion, the Committee had wide discretion to decide procedural questions such as these. Had this matter been referred to arbitration, it would have proceeded differently. As a matter of course, witnesses would be sworn and subject to direct and cross-examination and each party would be free to seek legal representation. While this is the procedure favoured by CAUT, the Policy 53 procedure does not preclude this. In practice, Lambert was an able advocate for Johnson and had access to Flaxbard. Lambert was able to put most of his questions to witnesses and, in some cases, did so directly. Moreover, there is no suggestion that the absence of sworn testimony produced unreliable evidence.

However, as we shall outline below, both parties would have been better served if the Johnson case had been handled by persons with greater experience or a greater appreciation of quasi-judicial proceedings. On their face, the ground rules developed by the Policy 53 Committee are not necessarily antithetical to a fair hearing. However, the results of the Committee's deliberations demonstrate that it would have been preferable to have required witnesses to give sworn evidence and to have subjected them to cross-examination in a matter as serious as this dismissal case. Cross-examination of witnesses permits better judgment of the evidence and the credibility of witnesses. As described by Brown and Beatty in *Canadian Labour Arbitration*, 2nd edition (at page 142):

> Three purposes are generally attributed to cross-examination: to weaken, qualify or neutralize an opponent's case, to support one's own case through the testimony of the other party's witnesses, and to discredit a witness. To accomplish these ends a cross-examiner is permitted a wide latitude in questioning. Generally, any question, including a leading question, relevant to the issue or to the witness's credibility is allowed.

In our opinion, this kind of rigour and scrutiny is preferable in matters as grave and final as dismissal. At a minimum, Banks's reasons for rejecting Johnson's request for a research term could have been determined. In addition the term "consequences", used by Banks as one of the grounds for his dismissal recommendation, could have been defined and specified through cross-examination. Answers to both questions were important to the fabric of this case and to determining the adequacy of cause.

3. Banks was never compelled to specify all the charges and evidence he would rely on as required by Section II-C-8d(3).

Lambert complained Banks had not disclosed all the grounds and evidence he would present and this had hampered preparation of Johnson's defense. While Bank's letter of January 28th is brief, we are of the opinion that Lambert and Johnson were not left in the dark. We observed earlier that Section II-C-8d(3) should not be interpreted literally because it imposes an obligation which is impossible to meet. Johnson did seek clarification of Bank's letter of January 28th which outlined the grounds. Thus, he delayed submitting his response to the Policy 53 Committee. Undoubtedly this behaviour was related to what Johnson saw as the "changing grounds" for dismissal. While the grounds may have been modified, we find no basis for concluding Lambert and Johnson failed to grasp the general nature of Bank's case or failed to appreciate what type of defense was required to meet Bank's case. We noted earlier that Banks should have identified the consequences he was referring to in the first charge. At the very least,

Johnson and Lambert realized that Johnson's unavailability for classes was a consequence to which they would have to respond. We also believe that Johnson and Lambert had sufficient time to prepare a defense.

As noted earlier, Banks based his recommendation on two grounds. The first was "the consequences of Professor Johnson's criminal behaviour and imprisonment have rendered him incapable of discharging the responsibilities of his position and thus, of fulfilling his contract of employment". It was also noted earlier that the term "consequences" is quite vague. Lambert's protest of inadequate disclosure is correct with respect to this issue. Committee minutes suggest that "consequences" was translated to mean imprisonment. The Committee's decision not to require further written documentation about the meaning of consequences, and the decision not to permit further clarification of this plural term means that the protest has force as a substantive and procedural irregularity.

4. The Committee was incapable of conducting an independent, quasi-judicial inquiry and compromised its independence by seeking legal advise from the University's lawyer on critical matters.

There is compelling evidence the Committee was uncertain of its legal status and unsure about some procedural decisions it had to make. On more than one occasion, it discussed matters with the University solicitor, Mr. R.A. Haney. Two issues discussed with Haney were the applicability of the Statutory Powers Procedure Act and entitlement to legal counsel. On another occasion, the Committee solicited Haney's views about "splitting" the grounds advanced by Banks and about whether it could consider only one. Although the Committee told us it made its own decisions, and although Banks was not being counselled by Haney, the Johnson case essentially involves two parties — the University, through Banks as the initiator of dismissal, and Johnson. Consultation between the Committee, which was intended to be an independent body, and counsel for one of the parties of interest raises a fundamental issue of fairness. Specifically, it raises a reasonable apprehension about the Committee's independence and impartiality. Haney was not only involved in this capacity, but he corresponded with Flaxbard concerning the suspension of Johnson's salary. Later, he appeared on behalf of the University at the Board of Governors. The Committee naively and erroneously treated Haney's advice as that of a disinterested lawyer.

If the Committee was to have functioned and was to be seen as having functioned as a neutral body, then it should have been independent of the parties of interest. If it lacked the ability to decide procedural issues on its own, it should have had access to *independent* legal counsel.

We are not suggesting that Committee members ought to have borne the costs of legal counsel. To ensure fair treatment, the Committee ought to have had access to independent legal counsel; costs could have been borne by a special fund or general revenues. For example, independent legal counsel advise faculty "student appeals" committees at McMaster University and the costs have been financed in this manner. The University solicitor does not get involved with such committees because he may have to represent the University if eases are appealed to Senate. This, in our opinion, is a sensible approach and one which the Committee should have followed.

5. It turned down the request of the Waterloo Faculty Association for observer status at Committee meetings.

Alleged procedural irregularities apparently prompted the Waterloo Faculty Association to formally request observer status on March 10th. Until then, the Association had limited itself to maintaining a "watching brief". This was based on an Executive decision that the Association would not act as an advocate on Johnson's behalf.

We find it peculiar that the Association is not a party of interest in dismissal proceedings under Policy 53. Notwithstanding the prevailing climate of opinion in the University and the broader community, it is even more surprising the Association did not seek observer status at the outset. Since Johnson was a member in good standing, it seems he was entitled to this minimal level of service.

Furthermore, we hold that the initial Executive decision also was in error. Under the terms of Policy 53, advocacy is not to be confused with condonation; there is nothing in the Policy which suggests that it would be. Ensuring that the dismissal recommendation was investigated properly should have been recognized by the Association as its obligation.

The Committee denied the request for observer status; it felt that granting the request halfway through its investigation would not provide an adequate basis for assessing the investigation. Committee members did indicate they may have reacted differently had the request been made at the beginning. We concur with the Committee's reasons for its decision. The decision was practical and expedient; by itself, it was not unreasonable. The consequences of that decision were less benign, however. Further questions were raised about the Committee's conduct. Our conclusion is that the denial of observer status did not materially affect the fairness of the process.

6. The Committee engaged in ex parte fact finding and thereby violated the principles of natural justice. This included a "secret" meeting with Walker and an examination of the trial transcript and a medical report.

On March 3, 1983, the Policy 53 Committee met with and received testimony from Walker without Bank's or Lambert's participation. The Committee believed Walker to be in a "delicate position" and felt it would learn more from Walker if Banks and Lambert were absent. The intent was to ensure that Walker's testimony was unimpeded.

A prerequisite for a fair hearing is to allow the full participation of parties to a dispute. *Ex parte* fact finding is an affront to natural justice; it jeopardizes the right found in Section 11-8-d(5) of Policy 53 to be "provided with every opportunity to present a full defense". Brown and Beatty in *Canadian Labour Arbitration*, 2nd edition, observe (at page 29) that hearing procedures must satisfy the requirements of natural justice.

> Apart from requiring that such procedural norms as permitting all interested parties to participate in the arbitration hearing are satisfied, including the right to be represented by counsel, generally the courts have recognized and affirmed that such procedural decisions as determining the order of proceedings, requiring particulars, and granting adjournments fall within the power of the arbitrator to determine. However, ex parte fact finding by an arbitrator will result in "error of law" and the quashing of an award, unless, of course, this is done by "taking a view" in accordance with the proper procedure.

At page 144, Brown and Beatty note: "Where an arbitrator radically departs from a procedure and, for example, takes a view by himself and questions a number of people without counsel being present, however, his award will be liable to be quashed".

While the Committee operated as an academic grand jury rather than an arbitration board, the implications of having met privately with Walker were not lost on the Committee. In an attempt to control the damage, Walker was asked subsequently to re-appear before the Committee, in the presence of Banks and Lambert. Minutes of the earlier meeting were distributed to Banks and Lambert. These unusual steps may have corrected a major procedural defect. Although it cannot be conclusively determined whether they provided a complete remedy, we have no reason to believe that the minutes of the private meeting were inaccurate or that Banks and Lambert did not have a full opportunity to question Walker.

However, the Committee's *decision* to engage in *ex parte* fact finding raises serious concerns. An inquiry should not only be fair, but it should also appear to be fair. Appearing casual in its decision making, the Committee put itself at risk of future criticism. We speak not of conformity with minute legal details, but rather of a fundamental aspect of a fair hearing.

We are less concerned by the Committee's independent examination of the trial transcript or Mausberg's medical report. Hearings committees, such as this one, must have discretion to determine the admissability of evidence. At the urging of Lambert and Johnson, the Committee examined these documents and concluded they contained no new and relevant information. Furthermore, we accept the Committee's view that they had no bearing on its deliberations. Lambert complained he never had an opportunity to see the Committee's summary of the trial transcript or to question the court findings. We cannot imagine how the questioning of the Court findings would have been accomplished or to what end, but he should have been given the opportunity to review the trial summary and to comment on it.

7. The Committee split the charges against Johnson and only considered the first charge.

It will be recalled that Banks specified two grounds for dismissal and the Committee decided to split its consideration of the grounds. The Committee's rationale was that if there were sufficient evidence on the first ground to warrant dismissal, there would be no need to consider the second.

On March 28th, Lambert protested the decision to split the grounds as follows: "In the absence of both policy and precedent to justify dismissal, it is my position that the Committee cannot intelligently and fairly recommend on the first charge without hearing evidence on the remaining charges." Further, Lambert argued that both grounds had to be considered if Johnson were to receive the full hearing contemplated by Policy 53. The Committee disagreed, but failed to provide written reasons to Lambert.

Limiting its inquiry to the first ground may have been justifiable in pragmatic terms; nevertheless, practicality must be balanced against the requirement to conduct a full and fair inquiry. Splitting the grounds had a direct bearing on the substantive issues in the Johnson case. Both grounds dealt with the consequences of Johnson's criminal behaviour on his position as a professor. By not considering the second ground, the Committee failed to discharge fully its mandate to determine whether there was adequate cause for dismissal. We do not feel the Committee asked itself the right question.

Unquestionably, criminal behaviour and imprisonment would constitute adequate grounds for dismissal in some cases, for example, where a person is imprisoned for life with no parole opportunity. It is also true that criminal behaviour leading to imprisonment is not *quid pro quo* for dismissal. Surely, no one would suggest that an anthropologist convicted and imprisoned for political treason in a foreign dictatorship should be dismissed automatically from a university. The nature of the criminal behaviour, the length of imprisonment and the impact of these factors are inseparable from determining the adequacy of cause and an appropriate remedy. The facts of the Johnson case are clearly distinguishable both from a person serving a life term and from the hypothetical anthropologist. Indeed, we would expect each case involving a faculty member's criminal behaviour and imprisonment to be unique. Accordingly, the appropriateness of dismissal would have to be determined on a case-by-case basis. The Committee acknowledged the importance of these considerations in its report.

Unfortunately, it did not pursue the matter far enough. The second ground also merited the Committee's careful consideration. Were dismissal proceedings instituted because Johnson's behaviour constituted gross misconduct or because Johnson was unavailable to discharge his normal duties, in particular teaching? Or, was it because Johnson embarrassed the University, as suggested by President Wright's original recommendation to the Board of Governors? There is no dispute Johnson was unavailable to teach. In fact, it was known as early as December that this would be the case. That is why Johnson requested a research term. As noted, the reasons for Bank's failure formally to respond and for the implicit rejection are not clear. However, it is clear from the December 17th discussion and Banks's letter of December 23rd that dismissal was more closely related to the issues of gross misconduct and/or a breach of public trust.

Having failed to consider the second ground, are we to assume that Johnson's unavailability to teach was the sole basis for dismissal? Alone, this ground is unconvincing. Whether or not Johnson ought to have been dismissed should have been answered by a thorough and proper examination of the second ground.

8. The Committee failed to consider relevant evidence, namely past practice and precedents and denied Lambert's request to have expert witnesses give psychiatric evidence.

Although one might hope and expect that professors rarely are involved in criminal activities, they are also a relatively small occupational group. Consequently, locating precedents for this group alone would be difficult. There are, of course, cases in which faculty members are incapacitated and are unable to discharge their normal duties, including teaching. For example, a professor might have to enter a drug and alcohol treatment centre or a psychiatric institution. Events such as these may arise suddenly and could easily limit the ability to meet classes, carry out research and other university service requirements. While these events might produce the same result, that is, they incapacitate a professor, clearly there are qualitative differences between criminal and noncriminal behaviour, just as there are qualitative differences in criminal behaviour.

In deciding the adequacy of cause, a relevant consideration is the manner in which similar cases have been handled. The two grounds advanced by Banks lead to two definitions of "similarity": cases involving criminal behaviour and cases involving involuntary absence and an inability to perform duties. In this case, the Committee expressed the view that evidence related to past practice and precedents within the University should not be heard unless it involved criminal behaviour. In a letter to Moffatt of February 28th, Lambert protested this decision.

> Precedents establish the standards which prevail within the University. The Dean bears a heavy onus of responsibility to demonstrate that his recommendation to detenure and dismiss Professor Johnson is not arbitrary and does not arise from personal prejudice. To do this, it is imperative that the Dean show that his recommendation and his grounds for same do not depart from past practice. To say that previous decisions may have been "in error" begs the question and prejudges the outcome of the present inquiry.

In our opinion, the Committee should have received two forms of evidence which would have been arguably relevant to the first ground. That ground, as worded in Bank's letter, does not simply state Johnson should be dismissed for his criminal behaviour and imprisonment, but for the consequences of these events. Accordingly, the existence of other cases of those who have been rendered incapable of discharging their responsibilities and fulfilling their contracts of employment is arguably relevant. Such evidence should have been admitted.

In our view, evidence with respect to employees in other occupational groups was also relevant. There is no reason to believe that standards and procedures governing university teachers' employment or dismissal should differ dramatically from those of other occupational groups involving interaction with teenagers or adults, such as social workers or high school teachers. Examination of standards, procedures and decisions for individuals in groups such as these may have assisted the Committee considerably.

Lambert also complained about the Committee's decision not to hear expert testimony from Dr. Roper (professional psychologist) and Mr. Yantzi (social worker). We feel the Committee's decision was not improper in the circumstances. The Committee already was aware of Johnson's medical and psychological condition. Such evidence does not appear to be as relevant to the question of just cause as it is to the mitigation of penalty. Given the Committee's narrow jurisdiction, its decision was not unreasonable. The Committee was urged by Lambert and Johnson to study the trial transcript and a report by Dr. Mausberg. We are satisfied it did so and that its review was sufficient. Nevertheless, we assert that Lambert ought to have had an opportunity to review the Committee's transcript summary as noted earlier.

9. The Committee was subjected to external pressures as evidenced by the fact the Committee received a petition from the outside community.

The controversial nature of Johnson's criminal behaviour did not go unnoticed in the community. Indeed, one manifestation of community sentiment was an "anti-Johnson" petition which was delivered to the Committee by Brown, Secretary to the University Senate. While Brown apparently felt obliged to show the petition to the Committee, we feel this was improper and in poor judgment. By its very nature, the Committee should have been insulated from external pressures in order to avoid legitimate concerns about fairness. Nevertheless, as a result of our discussion with Committee members, we hold that the petition had no bearing on its deliberations or recommendation to President Wright.

The Policy 53 Committee; Final Thoughts

We would like to begin by examining the Committee's responsibility under Policy 53. While the Committee perceived itself as a body deciding an academic issue, it was created for the purpose of recommending whether adequate cause existed for dismissal. By its terms of reference, therefore, the Committee was constituted to advise on a disciplinary matter. Its role is distinguishable from that of a tenure committee judging faculty performance according to academic criteria. The failure to award tenure is not a disciplinary decision, but reflects only an unsuccessful effort to complete a probationary period. In this case, the Committee is required to determine whether there is cause and whether a disciplinary penalty-dismissal is warranted.

There is no dispute the Committee has the authority to establish its own procedures. We concur with the Committee's conclusion that "it would have been quite inappropriate for it to re-try the case by submitting the criminal behaviour itself to detailed investigation". Indeed, this would have put the Committee at risk of engaging in double jeopardy. At the same time, Lambert made numerous allegations of procedural irregularities. We have concluded that some of them have merit and prevented Johnson from being treated fairly. In a case as important as this one, both parties should have insisted that it be investigated by skilled persons, not novices, and that procedural fairness be ensured. Such precautions were not taken here and the consequences have arisen; the matter continues to fester. Arbitration, on the other hand, would have provided a final and binding decision. Furthermore, we believe that both parties would have been well served had the grounds for dismissal been assessed by an independent body, constituted in such a manner that its impartiality could not have been doubted reasonably.

We feel *both* parties would have been better served by a procedure such as arbitration. For one thing, an arbitration board could consist of persons with knowledge and experience in dealing with disciplinary issues. It also would consist of persons familiar with quasi-judicial proceedings. If the parties wanted an arbitration board made up of academics, this could have been arranged. An arbitration board would also be independent of both parties and therefore would have been seen to be impartial. The Committee at times was too casual and made procedural and substantive rulings which prejudiced Johnson's right to fair treatment. While the Committee's decisions may have been innocent errors reflecting inexperience, the consequences were not benign. Even where the consequences appeared benign, such as *ex parte* fact finding with Walker, they conflicted with fundamental principles such as natural justice. The totality of the Committee's conduct raise serious questions about whether it conducted a full investigation which was fair to both parties.

Consequently, we have doubts about the Committee's conclusions regarding the adequacy of cause. The depth and breadth of the Committee's investigation were not sufficient to resolve the matter unequivocally. In effect, the Committee's conclusions are based on an incomplete analysis of the facts. We wish to make it perfectly clear that we are not saying there was not adequate cause for dismissal. This is not the question before us. However, our findings are that;

1. The Committee failed to determine why Banks denied Johnson's request for a research term. Specifically, it failed to determine whether Banks considered the request, why he did not give explicit reasons or whether the decision was arbitrary, discriminatory or made in bad faith. For whatever reason, the Committee did not pursue this issue fully and its rules governing the questioning of witnesses prevented Lambert from pursuing it. Only after satisfying itself that Johnson's request was dealt with fairly and in a reasonable manner should the Committee have proceeded with Banks' January 28th charges.
2. The Committee decided to limit its investigation and thereby made it difficult to determine conclusively whether adequate cause existed. By first splitting the grounds and then refusing to consider arguably relevant evidence the Committee failed to conduct a complete investigation. On the first matter, only a full examination of the charges and evidence would reveal the true basis for dismissal

and the adequacy of cause. As matters stand, a reasonable suspicion remains that dismissal was motivated by what the University considered moral turpitude. Second, the appropriateness of dismissal as a penalty requires consideration of cases possibly involving past practice or precedents.

3. By consulting with the University solicitor, the Committee compromised its standing as an independent and impartial body. What effect these discussions had on Committee decisions is unknowable. Nevertheless, the fact that discussions were held raise apprehensions about the Committee's neutrality.
4. The Committee's "totality of conduct" failed to respect some of the fundamental principles of natural justice and due process upon which the CAUT Guidelines are based.

For these reasons, we are not satisfied Johnson's dismissal was considered properly and fairly by the Committee.

The Board of Governors' Decision

We are not privy to what the Board considered in its closed session and therefore cannot say on what basis it reached its decision. It is evident, however, that an attempt was made to change the grounds for dismissal at this level by stating Johnson had caused embarrassment to the University and to his profession. Flaxbard objected to this charge and it was dropped from President Wright's recommendation to the Board. Thus, while the President's recommendation was based primarily on the Committee report, we cannot conclude unequivocally that the Board's decision rested solely on the recommendation. Given the substantive and procedural concerns already raised we feel it is unlikely the Board probed any further. Tape recordings of the Board's open session suggest our concerns were not overcome at this level of decision-making. There was no sworn testimony, no cross-examination of witnesses, Banks did not appear as a witness, and there was no evidence against Johnson other than the President's recommendation and Banks' charges. A special meeting of the Board, with perhaps 30 or more members in attendance, does not provide a hearing similar to arbitration.

Summary of Findings

We have reached the conclusion that Johnson was not treated properly and fairly by the University. Our findings are summarized below.

1. We have reservations about the discountinuance of Johnson's salary. While Johnson's situation was somewhat unique, his salary should have been continued in light of his lengthy service to the University, CAUT Guidelines, Policy 53 itself and the fact that his employment was under review until June. We have some difficulty with Banks' position that Johnson was unable to take up his duties. Before the Policy 53 Committee, Banks conceded he made no attempt to determine if Johnson was engaged in academic duties such as research. Johnson, on the other hand, gave uncontradicted evidence that he was engaged in research. Even though he was not paid, there is no dispute that Johnson continued to be an employee of the University.
2. Johnson was granted a research term "without prejudice" for the Fall term. Banks' handling of his request for a Winter research term raised serious questions about whether Johnson was treated fairly. We were unable to determine if the request was considered and, if so, on what bases it was rejected. The failure to provide explicit and written reasons raise serious questions about whether the request was handled reasonably, that is, in a manner that was not arbitrary, discriminatory or in bad faith.
3. The Policy 53 Committee failed to conduct a full investigation of the charges against Johnson and failed to conduct the proceedings in a manner which would ensure fair treatment. It is painfully obvious that the Committee was not equipped to deal with this matter and was a poor substitute for impartial and binding arbitration. Its handling of substantive matters and its procedural rulings prejudiced Johnson's right to a fair hearing.
4. We are not satisfied that the deliberations of the Board of Governors overcame the serious problems encountered at the Committee level.

Recommendation

Certainly Johnson's dismissal was not conducted in accordance with CAUT Guidelines. Furthermore, it is our conclusion that there were sufficient procedural irregularities to raise serious concerns. These concerns are of two types. First of all, the procedural irregularities do appear to have violated the principles of due process, natural justice and impartiality upon which CAUT guidelines are based. Secondly, these procedural irregularities have resulted in controversy about the motives of all those involved in the dismissal decision. Any recommendation to resolve these concerns requires consideration of a just and equitable remedy which is sensitive to the circumstances of the case. Although we find that there were significant procedural irregularities we wish to emphasize that we have made no judgment about the merits of the University's case for dismissal. Accordingly, to recommend reinstatement, an extended leave of absence or a financial settlement as a remedy would be most inappropriate. Moreover, we recognize that the passage of time has altered circumstances since the decision was made. In particular, the successful appeal of Johnson's original sentence resulting in an extended period of incarceration is noted.

As independent investigators benefiting from hindsight, it is manifestly apparent that this type of case should have been resolved by private negotiations and settlement between the parties of interest. Evidently, this option was forsaken by both; the University felt there was adequate cause for dismissal and Johnson held a contrary and equally strong view. We believe these views remain intact. Given these divergent views and our assessment of the case, we recommend that the dispute be submitted to final and binding arbitration as outlined in the CAUT Guidelines.

That this recommendation will serve the best interests of all of those affected by this unfortunate case is our belief. Considered together, the grounds for dismissal advanced by Dean Banks required careful and rigorous examination. It was not inappropriate for the University of Waterloo Administration to consider whether Johnson's employment ought to terminate as a result of the particular criminal charges and the fact of his incarceration. The question of whether there was adequate cause to dismiss and the procedures required to answer that question would have tested the skills and experience of any group of individuals charged with the responsibility of reaching a decision. Their task would have been eased had they enjoyed an impartial position, free from the possibility, or appearance of that possibility, of influence and had they the necessary skills and experience. This endorsation of arbitration is aimed at finally determining whether adequate cause for dismissal exists.

Committee: **Joseph B. Rose**
Faculty of Business
McMaster University
Hamilton, Ontario

Pamela Smith
Sample Survey and Data Bank Unit
University of Regina
Regina, Saskatchewan

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ADMINISTRATIVE POSITIONS

UNIVERSITY OF GUELPH, Chairman, Department of Chemistry and Biochemistry. Applications are invited for the position of Chairman, Department of Chemistry and Biochemistry, University of Guelph. The appointment effective January 1, 1987 is normally for a five year term and is renewable for one term. The successful candidate will have an outstanding record of research in chemistry or biochemistry and will have demonstrated a capacity for leadership. The Department of Chemistry and Biochemistry is strongly committed to excellence in all of its activities - undergraduate education, graduate education, and research. The Department presently has 32 full-time faculty and the opportunity for several new appointments. The graduate programs are offered in partnership with the University of Waterloo, in the Guelph/Waterloo Centre for Graduate Work in Chemistry, (GWC). Degrees are offered at the M.Sc. and Ph.D. levels in both chemistry and biochemistry. The present graduate enrolment is 120. Nominations, or applications accompanied by a curriculum vitae and the names of three referees should be sent by 31st July 1986 to: Dr. J.R. Macdonald, Dean, College of Physical Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

THE UNIVERSITY OF WESTERN ONTARIO. Associate Vice-President (Academic Affairs). Applications and nominations are invited to fill a new position of Associate Vice-President (Academic Affairs) effective 1 September 1986. The appointee will be responsible to the Provost for the administration of academic personnel and related academic matters. The appointment is for seven years, renewable. The ideal candidate will have an established academic reputation and the necessary administrative and interpersonal skills to provide leadership and initiative in his or her area of responsibility. The University of Western Ontario has a total enrolment of over 20,000 full-time equivalent students in undergraduate, professional and graduate programs. The University has over 1,400 full-time faculty in seventeen different faculties and schools, each headed by an academic Dean. Nominations and applications should be submitted as soon as possible to: The Provost, Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applicants should include a curriculum vitae and the names of at least three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

CONCORDIA UNIVERSITY. Coordinator: Science and Human Affairs. The Arts and Science Faculty is seeking applicants for the position of Coordinator for its Science and Human Affairs Programme. This is an interdisciplinary programme concerned with the social dimensions and interactions of science and technology. At present, it offers a 6 credit specialization, a 42 credit major, and a 30 credit minor in Science and Human Affairs. The Coordinator will be appointed for a two-year term and will report to the Vice-Dean Academic Affairs. He/She will have teaching responsibilities in the programme as well as administrative responsibilities. The coordinator will be responsible for the programme's budget, and the hiring of part-time faculty to meet the staffing requirements of the programme. (Salary current floor of Assistant Professor $28,547). Interested candidates should send a covering letter stating interests relative to this position, and a curriculum vitae to Dr. C. Bertrand Dean, Faculty of Arts and Science, Office AD-324, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6, before June 30, 1986.

UNIVERSITY OF GUELPH. Director of the Arboretum. Applications are invited for the position of Director of the University of Guelph Arboretum. The Arboretum was established in 1971 on a 134 hectare block of land and has administrative and research facilities, and a staff of 10. The position carries academic status and a joint appointment, 50 per cent as Director of the Arboretum and 50 per cent in a department appropriate to the Director's discipline. The initial appointment is for a five-year term as Director and will also carry appointment at an appropriate academic rank, possibly with tenure. In an academic department, the Director is responsible for the administration of the Arboretum's programs in teaching, research and extension and will be responsible for teaching and research in an appropriate discipline. The applicant should have research and teaching experience and interest related to woody plants, administrative experience and an ability to work with the public. A Ph.D. or equivalent in Botany, Forestry, Horticulture, Landscape Architecture or related discipline is desirable. Applications should include a complete resume, and the names and addresses of three references. This should be sent to: Dr. F.L. McEwen, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date is August 31, 1986, with the position being available January 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval.

HOSPITAL FOR SICK CHILDREN, TORONTO. Department of Psychiatry. Director of Psychiatric Research. The position involves the direct conduct of research with external funding, the supervision and coordination of the activities of the Research Division, and consultation to other members of the Department of Psychiatry with regard to their research, its direction, methodology and funding possibilities. In addition, the individual occupying this position is expected to play a facilitating coordinating role in the Division of Child Psychiatry which includes seven settings affiliated with the University of Toronto. Department of Psychiatry individuals should have a demonstrated competence in areas of research, a significant track record of publications and as well clear ability to facilitate and encourage the research activities and directions of others. The position carries an appointment in the Research Institute Hospital for Sick Children, in the University of Toronto, Department of Psychiatry and in the Hospital Department. Preference will be given to a child psychiatrist and the expectations would include involvement in teaching, including resident supervision, and some direct clinical involvement. Candidates must be eligible for Ontario licensure. Attractive Terms of Employment. Enquiries and copies of curriculum vitae should be directed not later than September 1, 1986 to: Dr. Quentin Rae-Grant, Psychiatrist-in-Chief, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Preference will be given to Canadians.

MOUNT ALLISON UNIVERSITY. Librarian. Mount Allison University, an undergraduate liberal arts institution with a restricted enrolment of approximately 1750 students, has reopened its search for a University Librarian. The University Librarian is responsible for all aspects of the operation of a main library and three branch libraries with a total of 450,000 volumes and a staff of 35 including 8 professional librarians. The successful candidate will have an M.L.S. degree or equivalent plus extensive administrative experience. Salary will be negotiable, commensurate with experience. Written applications, including the names of three referees, should be received before 30 September 1986 by Dr. William G. Godfrey, Dean of Arts and Chairman of Advisory Search Committee for a University Librarian, Mount Allison University, Sackville, New Brunswick, Canada, E0A 3C0. The appointment is to be effective 1 July 1987.

BROCK UNIVERSITY. Dean of Humanities. The Board of Trustees of Brock University invites applications and nominations for the position of Dean, Division of Humanities, effective July 1, 1987. The Division of Humanities includes the following departments and programs: Canadian and European Community Studies, Canadian Studies, Classics, English, Fine Arts, Germanic and Slavic Studies, History, Liberal Studies, Philosophy, Romance Studies and Teaching English as a Second Language. BA, BA(Honsi, and MA(Philosophy) degrees are offered. Beyond normal administrative duties, the principal responsibility of the Dean lies in the provision of academic leadership and, in particular, the appointee will be responsible for the maintenance of high levels of scholarly and instructional activity within the Division. Deans are normally tenured members of one of the divisional departments and are expected to be active in the instructional and research programs of that department. The Dean of Humanities is also responsible for the Brock Centre for the Arts. The University seeks an individual with a significant record of academic achievement, administrative experience and the ability to interact effectively with faculty, students, staff and the external community. The University, Founded in 1964, Brock University is located on a 500 acre tract in south St. Catharines and lies atop the Niagara escarpment. The academic program of the University was developed on the premise that small group learning is the key to a sound academic system. The academic community is informal and close. The University consists of the Divisions of Humanities, Mathematics and Science, and Social Science. The College of Education, the School of Physical Education and Recreation and School of Administrative Studies. Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to: Mr. P. Beard, Secretary, Advisory Committee, Dean of Humanities, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. The closing date for receipt of applications is October 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Community Health and Epidemiology. 1 Professor and Head of Department, Queen's University, Faculty of Medicine. 2 M.D. or Ph.D. degree. Interest and experience in Health Care Policy Analysis, Epidemiology and/or Biostatistics would be welcomed. 3 Salary at competitive. Level 4 Dr. D. Laurence Wilson, Dean, Faculty of Medicine, Queen's University, Kingston, Ont., K7L 3N6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are encouraged to apply. Closing date 15 July 1986.

BROCK UNIVERSITY. Dean, School of Physical Education and Recreation. The Board of Trustees of Brock University invites applications for the position of Dean, School of Physical Education and Recreation, effective July 1, 1987. The School offers undergraduate degree programs in Physical Education (BPhED) and Recreation and Leisure Studies (BRLS). In addition to these academic responsibilities, the School also has a Department of Athletics and Services, which incorporates an Aquatics Centre, physical education facilities, grounds and the organization and administration of athletic and recreation programs for the entire university community. The University seeks an individual with a significant record of academic achievement, administrative experience and the ability to interact effectively with faculty, students, staff and the external community. Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to Mr. P. Beard, Secretary, Advisory Committee Re: Dean of Physical Education and Recreation, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. The closing date for receipt of applications is October 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOUNTING

SAINT MARY'S UNIVERSITY. Department of Accounting. Applications are invited for a visiting professorship in the Department of Accounting commencing September 1986 in the area of accounting and/or management information systems. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be treated in confidence and should be sent to Dr. Frank Dougherty, Chairperson, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

SAINT MARY'S UNIVERSITY Department of Accounting. Applications are invited for a terminal position (up to three years) in the Department of Accounting commencing September 1986, in the area of accounting and/or management information systems. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be treated in confidence and should be sent to Dr. Frank Dougherty, Chairperson, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

AGRICULTURAL ECONOMICS

MACDONALD COLLEGE OF McGILL UNIVERSITY. Agricultural Economics/Agribusiness. Applications are invited for the position of Associate Professor in the Department of Agricultural Economics. Consideration could be given to appointment at the rank of full professor. Responsibilities include teaching undergraduate and graduate management and agribusiness courses to students majoring in agriculture, food science, dietetics and nutrition and supervising and conducting research in the Agri-food sector. Candidates should have a Ph.D. in Agricultural Economics or related field and an established research record in agricultural economics and/or agribusiness. Training and experience in business and management are desirable. The salary and benefits package is commensurate with experience. This competition will remain open until August 15th, 1986 or until a suitable candidate is found. Applicants should submit a resume and arrange for three letters of reference and one official copy of all university transcripts to be sent to: Dr. Garth Coffin, Chairman, Department of Agricultural Economics, P.O. Box 180, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, Quebec, Canada, H9X 1C0. In accordance with Canadian immigration requirements priority will be given initially to Canadian citizens and permanent residents of Canada. This position has also been advertised at the rank of Assistant Professor.

AGRICULTURE

MACDONALD COLLEGE OF McGILL UNIVERSITY. Farm Management/Agricultural Economics. Position: Applications are invited for the position of Faculty Lecturer in the Diploma Program in Agricultural Sciences. Responsibilities include teaching Diploma students in the area of farm management and related fields of economics. The incumbent will also be involved in farm visits related to the Farm Practice Program and other related activities. Qualifications: M.Sc. in Agricultural Economics or equivalent. Training and experience in business and management desirable. The candidate will be fluently bilingual (English, French). The candidate will be a member of, or eligible to become a member of, the Order of Agronomes of Quebec. Salary: Salary and benefits package competitive. Closing date: July 31, 1986. Applications: Applicants should submit a resume and arrange for three letters of reference and one official copy of all university transcripts to be sent to: The Director, Diploma Program, P.O. Box 204, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, Quebec, Canada, H9X 1C0. In accordance with Canadian immigration requirements, priority will be given initially to Canadian citizens and permanent residents of Canada.

ART HISTORY

QUEEN'S UNIVERSITY. Department of Art. Required 2-year non-renewable appointment to commence on September 1, 1986, possibly leading to Tenure Track appointment to commence on September 1, 1988, as Assistant Professor or above. Ph.D. required (1986/87 minimum salary at C$28,500 p.a., starting salary commensurate with experience). The successful candidate will be required to teach a full course-load with specific courses at the undergraduate level in the following two fields: Italian Quattrocento and Cinquecento Art; Canadian Art. Some graduate supervision will also be required. Optional additional involvement (paid) in the Queen's Venice Summer School. Applicants should send full C.V. and names of three referees to: Dr. Bruce Laughton, Head, Department of Art, Queen's University, Kingston, Ont., Canada, K7L 3N6, as soon as possible. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Men and women are equally encouraged to apply.

McGILL UNIVERSITY. Faculty of Arts. Department of Art History. Applications are being accepted for a tenure stream appointment for three years at the level of Assistant Professor in the Department of Art History commencing in September 1987. This appointment is subject to budgetary approval. Qualifications: Ph.D. in Art History. Teaching experience desirable. Publications an asset. Fluency in French and English required. The successful candidate would be required to teach primarily undergraduate courses and graduate seminars in the area of 19th and 20th century art. He/she will also be expected to participate in additional administrative and academic activities of the Department. Salary: The present (1986-87) Assistant Professor's base salary is $30,622.00. Send application and complete curriculum vitae to: Dr. Rigas N. Bertos, Chairman, Department of Art History, McGill University, 853 Sherbrooke St. West, Montreal, Quebec, H3A 2T6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and Permanent Residents. Deadline: The closing date is October 31, 1986 or until the position has been filled.

BIOLOGY

CONCORDIA UNIVERSITY. NSERC - University Research Fellows. The Department of Biology, Concordia University, plans to nominate one or two NSERC University Research Fellows in July 1, 1987 and invites applications from qualified candidates in these areas: Animal Physiology, Cell and Molecular Biology, Ecology, Ecotoxicology, Microbiology, Plant Physiology. NSERC University Research Fellows must be Canadian citizens or Landed Immigrants. Applications consisting of a Curriculum Vitae, List of Publications, Summary of Research Interests, Detailed Research Proposal, and the names and addresses of three referees should be sent before August 15, 1986 to: Dr. E.J. Maly, Chairman, Department of Biology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8.

UNIVERSITY OF NEW BRUNSWICK. Biology. The Department of Biology, University of New Brunswick, Fredericton invites applications from Canadian citizens and permanent residents of Canada for NSERC - University Research Fellowships. Outstanding applications will be considered from candidates who would complement any area of Biology currently emphasized in the Department. We are especially interested in someone specialized in: (1) environmental physiology and health of aquatic

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organisms, (2) immunobiology (plant or animal) or molecular genetics, (3) phycology and marine ecology. Please consult our undergraduate and graduate calalogues for programs and specializations. Applicants may eventually be considered for tenure-track positions which may open in these areas. The successful candidate must fulfill the NSERC-URF criteria. The University of Prince Edward Island has about 6200 undergraduate students and 800 graduate students. Fredericton, the provincial capital, is situated on the Saint John River in a largely forested surroundings, about 90 km from the sea. Send a completed URF application with curriculum vitae and the names of three impartial referees whom you have asked to submit letters of reference to The Chairman Biology Department, University of New Brunswick, Bag Service No. 45111, Fredericton, New Brunswick, E3B 6E1 to arrive as soon as possible but no later than August 15 1986.

UNIVERSITE DE SHERBROOKE, Microbiology. 2 Positions a) Research associate with a Ph.D. and experience in genetics engineering. Salary up to $30 000. Permanent position with University Status. b) Postdoctoral position to study genetic engineering on either plants or mammals. Please send c.v. to Dr. Jean-Paul Thirion, Department of Microbiology, Faculty of Medicine, Universite de Sherbrooke, Sherbrooke Que. J1H 5N4.

CARLETON UNIVERSITY Department of Biology Animal Physiology/Animal Form and Function - One Year-Term Assistant Professor. Carleton University invites applications for a one year term appointment to teach Introductory Animal Physiology and Animal Form and Function. Both courses are each of one academic term in dilation (thirteen weeks). The Instructor is also in charge of the established class laboratories for both courses. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval and open to both men and women. The appointment is effective July 1st 1986 to June 30th 1987. Salary will be commensurate with experience. Applicants should send C.V. and names and addresses of three referees to Dr. D.R. Gardner, Chairman, Department of Biology, Carleton University, Ottawa, Ontario Canada K1S 5B6. The closing date for applications is June 30th 1986.

ACADIA UNIVERSITY, Department of Biology. Applications are invited for a two year contractually limited appointment (leading into a tenure track position) at the Assistant Professor rank for a Wildlife Biologist. A Ph.D. in wildlife ecology and management is required. The candidate is expected to have a thorough knowledge of Federal and Provincial research and management programmes and their funding. Teaching will involve general biology, wildlife biology, candidate's own speciality and a research programme involving graduate students in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity Employer. Deadline for applications is Aug. 1 1986. Curriculum Vitae, names of referees and other details of interest should be sent to Professor Sherman Bleakney, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF GUELPH, SEMEX/NSERC Research Chair, Molecular Biology of Bovine Mammalian Embryo. The Animal Biotechnology Centre of the Universities of Guelph and Waterloo in collaboration with SEMEX-Canada, and the Natural Sciences and Engineering Research Council of Canada is assembling a multidisciplinary research group to investigate basic and applied aspects of the mammalian embryo. Applications are invited from individuals with outstanding research accomplishments in gene expression, gene transfer, virology, cell/embryo manipulation or early pregnancy who wish to work with the mammalian embryo. Applicants should be able to provide new directions of thrust within an existing group spanning molecular biology, developmental biology, endocrinology and theriogenology. The tenure-track appointment will be made at the level of Assistant or Associate Professor and will be located in the Department of Molecular Biology and Genetics where the incumbent will have a newly constructed, fully equipped laboratory. Facilities for experimental work on domestic animal embryos are available through the Colleges of Agriculture and Veterinary Medicine. The position provides benefits on technical support and reduced undergraduate teaching beyond those normally extended to junior or intermediate-level appointments. The University of Guelph is pleasantly located in a community of 85,000 in rural Southern Ontario. The agricultural setting and proximity to large urban centres such as Toronto provide a pleasant and stimulating environment to enhance this unique academic opportunity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested persons are asked to submit a curriculum vitae, an outline of current and future research plans and the names and addresses of three referees to Dr. J.P. Phillips, Director, Animal Biotechnology Centre, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: July 15, 1986 or until the position is filled. Subject to final budgetary approval.

UNIVERSITY OF WATERLOO, Biology/Biochemistry Applications are invited for a postdoctoral position in the field of insect pharmacology/receptor chemistry. The successful applicant will join an active research group investigating the nature of monoaminergic receptor interactions in the insect nervous system. The study which is supported through the NSERC University-Industry Cooperative Programme, is designed to facilitate the development of novel insecticide directed against insect-specific enteric receptors. The successful applicant may be expected to work closely with scientists from the industrial sponsor, Cyanamid Canada. The position is available immediately and is for a period of 2 years at an annual salary of $22,000 plus benefits. Applicants should forward a current curriculum vitae and arrange for 3 letters of reference to be sent to Dr. R.G.H. Downer, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications from women candidates are particularly welcome

UNIVERSITY OF WATERLOO, Biology. Applications are invited for the position of Research Associate. Applicants must have a Ph.D. research experience in the area of plant senescence and post harvest physiology and a working knowledge of membrane biochemistry, the biochemistry of second messengers and the use of biophysical techniques (nuclear magnetic resonance, electron spin resonance fluorescence depolarization and X-ray diffraction) to study plant membranes. The position is available immediately at an annual salary of $22,000 plus benefits. Send a full curriculum vitae and the names of three referees to Dr. J.E. Thompson, Chairman, Department of Biology, University of Waterloo, Waterloo Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. It is the intent of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome

McMASTER UNIVERSITY. Research Associate - Plant Ecology. Applications are invited from postdoctoiate candidates for a position to commence in September 1986 to participate in a research programme at McMaster University examining the potential impacts of hydroelectric development on the coastal ecology of James Bay. This is a continuing programme in collaboration with mercury/mine and wetland hydrology studies in the western area of the bay. The successful candidate will be responsible for a field and a laboratory experimental programme and will also be required to teach one course in community ecology at the undergraduate level. The commencing salary will be in the range of $20-$24,000 per annum plus benefits. Interested candidates should send curriculum vitae and names and addresses of referees to Dr. K.A. Kershaw, Department of Biology, McMaster University, 1280 Main St. W., Hamilton, Ontario, Canada, L8S 4K1. Telephone (416) 525-9140, Ext. 4265.

BIOMECHANICS

THE UNIVERSITY OF WESTERN ONTARIO, Biomechanics. Applications are invited for a tenure-track position at the Assistant Professor level in Biomechanics. Preference will be given to candidates who have a Ph.D. in Engineering or Physics with a superior academic record and one or two years of postdoctoral experience in bioengineering. The initial appointment will be for one year. The successful candidate will apply for an MRC Fellowship, and may be supported in the second year while awaiting the successful completion of this award. Enquiries and applications may be directed to: Dr. Ray Findlay, P.Eng., Director, Orthopaedic Research, University Hospital, P.O. Box 5339, Terminal A, London, Ontario, N6A 5A5. Telephone 519-663-3063. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Canada An Equal Opportunity Employer.

BOTANY

UNIVERSITY OF TORONTO, Department of Botany. Postdoctoral Fellow Applications are invited from individuals with experience in plant tissue culture and/or Agrobacterium-related plant transformation systems. The researcher will join an active plant molecular biology group and participate in a number of projects involving photosynthesis, lipid metabolism and secondary plant products. Technical assistance is provided with the position. The position is available July 1st 1986 for 18 months with possible renewal for another year. Starting salary is a minimum of $20,500 (Can.) per annum depending on experience. Applications with CV and letter describing experience should be sent to: Dr. J.P. Williams, Chairman, Department of Botany, Botany Building, University of Toronto, Toronto, Ontario, M5S 1A1.

UNIVERSITY OF BRITISH COLUMBIA, Department of Botany. Applications are invited for NSERC University Research Fellowships for the 1986 competition in the following areas: Developmental Botany, Plant Systematics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should have had relevant experience and demonstrated research ability following receipt of the doctoral degree to the extent normally required by a university for the appointment at the rank of assistant professor. Further details on the conditions of employment are given in the NSERC application form. Applicants should submit an up-to-date curriculum vitae, a brief statement of their research interests and objectives, and reprints of published research to the undersigned by July 31, 1986. Applicants should also request a confidential assessment of their research ability from four referees to be forwarded directly to: Dr. A.D.M. Glass, Head Department of Botany University of British Columbia, 3529 6270 University Blvd Vancouver, B.C. Canada, V6T 2B1.

UNIVERSITY OF TORONTO, ERINDALE CAMPUS, Department of Botany. The Department of Botany, University of Toronto, invites applications from Canadian citizens and permanent residents who wish to be sponsored for an NSERC University Research Fellowship, to be held at the Erindale Campus of the University of Toronto. Applicants from the areas of molecular biology/biotechnology of plants, fungi or bacteria are particularly encouraged. Position would be available in April 1987, and would involve some teaching opportunities appropriate to the specialization of the appointee. NSERC University Research Fellowships are awarded for five years and carry a salary at the Assistant Professor level and include financial support for research. Submit curriculum vitae with three letters of reference and representative reprints by June 30, 1986. Professor P.A. Horgen, Associate Chairman, Department of Botany, University of Toronto, Erindale Campus, Mississauga Ontario, Canada, L5L 1C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS ADMINISTRATION & COMMERCE

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Information Systems, (iv) Marketing and Business Policy. Rank of Assistant Associate or Professor, depends on qualifications and experience, preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems are expected to contribute to the major field of the Ph.D program in Management ScienceSystems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. The availability of some positions is pending budgetary approval. Appointment date is open: July 1, 1986 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean Faculty of Business, McMaster University Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF NEW BRUNSWICK, Administration. University of New Brunswick, Fredericton, Faculty of Administration. Openings in: Accounting, Finance, Human Resources, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods, Management Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D completion or near completion in appropriate field. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated scholarship may be considered for the rank of full professor. Some term positions at the rank of Lecturer may be available. Applications a good MBA. Persons with tenured positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1986 or September 1, 1987 as convenient. Successful candidates will teach in BBA and MPA programs and carry out research. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr. P.C. Nair, Dean, Faculty of Administration, University of New Brunswick P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

UNIVERSITY OF WINDSOR, Faculty of Business Administration. Full-time (tenure-track or limited term) and sessional positions available in the following fields (i) Accounting, (ii) Administrative Studies (includes Personnel, IR management, etc.), (iii) Finance (iv) Management Sciences, (v) Marketing, (vi) Business Strategy and International Business. PhD (or ABD) required for tenure-track positions. MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in graduate, undergraduate and MBA programmes. Salary and rank depend on qualifications and experience. Send applications to Dr. Eric N. West Dean Faculty of Business Administration, University of Windsor, Windsor, Ontario, Canada N9B 3P4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. School of Administrative Studies. Department of Management. Applications and nominations for tenure track and limited term appointments are invited in Business Policy, Computing and Management Information Systems. Marketing, Organizational Management, Marketing Operations Management, Organizational Behaviour/Theory and Personnel Management/Labour Relations. PhDs or PhD in Business Administration preferred but ABD candidates expecting to complete by September 1987 will also be considered. Second career candidates with an MBA and several years of senior management experience are invited to apply for term appointments. Our honours BAdmin program, offered jointly with the Department of Accounting and Finance, is aimed at developing candidates for general management careers. Emphasis is placed on quality teaching supportive of the general management philosophy. A combination of research and community service is consistent with the individual's interests, strengths and abilities is also expected. Brock is located in the Garden City of St. Catharines, a city of 125,000 with a moderate climate and within easy driving distance of Toronto and Buffalo. Research and consulting opportunities are available in our extensive industrial base. Send your application to Howard W. Pout, Chairman, Department of Management and Marketing, Brock University St. Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Business Administration. Accounting - Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) managerial accounting (iii) information systems. Ph.D or equivalent. Salary will depend on qualifications and appointments effective July 1, 1986 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack E. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF MANITOBA. Faculty of Administrative Studies. Applications are invited in the areas of (i) accounting, and (ii) finance. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D or DBA, completed or near completion is expected. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open, July 1, 1986 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

CHEMISTRY

YORK UNIVERSITY. Chemistry. Research Associate with experience in quantum mechanics and electromagnetism required to re-examine fundamental issues in physical theory. Applications including references, to Dr. J. Hunter, Dept. of Chemistry, York University, Toronto, Ontario, M3J 1P3.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be competitive. Rank will be determined by qualifications and experience. Please send curriculum vitae, transcripts and names of three referees to the undersigned, from whom further particulars may be obtained. Professor S.G. Whittington University of Toronto Toronto Ontario Canada. M5S 1A1

DALHOUSIE UNIVERSITY. Chemistry. The Department of Chemistry invites applications for a tenure-track position in physical chemistry at the Assistant Professor level. The appointment will be made July 1, 1986, but starting dates up to September 1, 1986 are possible. The successful candidate will teach primarily second year physical chemistry, undertaking a faculty member who will hold a Senior Killam Research Fellowship during 1986/87. The position will be looking for a young but proven teacher with good research credentials. The position is budgeted in terms of Dalhousie Collective Agreement - for a person with 1 to 4 years of experience after the Ph.D. (about $28,000 to $32,000). In accordance with Canadian Immigration requirements, this advertisement is directed only to citizens or permanent residents of Canada. The University has a policy of affirmative action with respect to the employment of women. Applications should include a CV and the names of three referees. They should be sent to the Chairmen, W.A. Aue until June 30; J.C.T. Kwak - thereafter, Department of Chemistry Dalhousie University, Halifax, Nova Scotia, B3H 4J3. Telephone inquiries (902)-424-3707.

UNIVERSITY OF AUCKLAND, NEW ZEALAND. Department of Chemistry. Lectureship in Inorganic Chemistry. Applications should have a Ph.D or equivalent qualification. While the Department has strengths in transition Metal Chemistry and how seeks to build strengths in some areas of inorganic chemistry, applicants with an interest and expertise in any area of inorganic chemistry will be considered. Commencing salary will be established within the range $NZ28,000 to $35,000 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar(Academic Appointments), University of Auckland. Applications in accordance with the Method of Application, should be forwarded as soon as possible but not later than the closing date 11 July 1986. W.B. Nicoll, Registrar University of Auckland, Private Bag, Auckland, New Zealand.

UNIVERSITY OF NEW BRUNSWICK. Department of Chemistry. Applications are invited from qualified candidates for an NSERC University Research Fellowship position in Inorganic Chemistry. Outstanding candidates from any area of Inorganic Chemistry will be considered, though some preference will be given to a person who compliments the present inorganic strengths of the department. Candidates must hold the Ph.D. degree, preferably obtained within the last five years, and in accordance with Canadian immigration requirements only will be given to Canadian citizens and legal residents of Canada. Holders of the Fellowship will be remunerated at the level of Assistant Professor. At the end of the U.R.F. term they will be expected to be candidates for a possible faculty appointment. Applicants should send a resume, an outline of proposed research, and the name of three referees to: Dr. W.V.F. Brooks, Chairman, Department of Chemistry, University of New Brunswick, Bag Service 45222, Fredericton, New Brunswick, Canada, E3B 6E2.

THE UNIVERSITY OF LETHBRIDGE, Faculty of Alls and Science, Department of Chemistry. The Department of Chemistry at The University of Lethbridge invites applications and nomination for a tenured/tenure track position at the Assistant Professor level. Applications including references, to Dr. Robert Morris, Department of Chemistry, University of Toronto, 80 St. George St. Toronto, Ontario, M5S 1A1

COMPUTER SCIENCE

BROCK UNIVERSITY. Department of Computer Science and Information Processing. Applications are invited for a tenure-track position at the Assistant or Associate Professor rank. Applicants should have a Ph.D. in Computer Science or a related field and/or equivalent industrial or commercial experience. Applicants will be expected to participate fully in the continued development of the undergraduate program, they will also be expected to establish research programs in their areas of interest. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three referees, should be sent as soon as possible to Dr. B. McCarthy, Chairman, Department of Computer Science & Information Processing, Brock University St. Catharines, Ontario, L2S 3A1

UNIVERSITY OF ALBERTA, Computing Science. Applications are invited for a Faculty Service Officer, which is a full time academic position, as Laboratory Director in the Department of Computing Science. Responsibilities include the planning and supervision of instructional laboratories and the promotion of innovations in instructional methodology. Candidates should have considerable relevant academic experience, curriculum planning, teaching experience, course development and supervisory experience. An M.Sc. is normally required. A Ph.D. in Computing Science is preferred. Salary will be commensurate with qualifications and experience. The University floor minimum is $38 170. Departmental instructional laboratory facilities currently include four time-sharing terminal labs connected to the University's Amdahl 5860 mainframe computer, three Macintosh PC Labs operated stand-alone or connected to the mainframe, a logic lab, and a micro-computer lab. A VAX 11/780 is largely devoted to several undergraduate courses, running under e UNIX operating system. Send applications, including a detailed resume and the names of three academic references, should be submitted to: Lee J. White, Computing Science, Computing Science University of Alberta Edmonton Alberta, T6G 2H1. The University of Alberta is an equal opportunity employer. The closing date for applications is July 31, 1986 or earlier if a qualified candidate is found.

SIMON FRASER UNIVERSITY. Instructional Psychology. Faculty of Education. A major new initiative has resulted in the following positions for which applications are invited: - Knowledge Engineer - Post-doctoral Fellow Research Scientist The Instructional Psychology Research Group is seeking qualified researchers trained in artificial intelligence techniques. Applicants will join our staff in work aimed at transferring basic artificial intelligence technology to educational applications and conducting research in: - Expert Systems, Planning Systems, Knowledge Understanding and Representation, - Intelligent CAI. The successful applicant will have an advanced degree in computer science and demonstrated experience in at least one of the aforementioned areas. Experience with Symbolics hardware, LISP, Prolog, and other artificial intelligence languages is desirable. Preference will be given to applicants eligible for employment in Canada at the time of application. Salary is $34,000 per annum plus benefits. Contact Dr. Philip H. Winne, Director, Instructional Psychology Research Group, Faculty of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Telephone (604) 291-3095.

UNIVERSITY OF WATERLOO, Computer Science. The University of Waterloo invites applications for a faculty position at the Assistant Professor level. A recent Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or promise. Areas of interest will be considered. Salary according to experience. Applications should include a curriculum vitae and the names of three references and should be directed to Professor R.B. Simpson, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Applications from women candidates are particularly welcome.

YORK UNIVERSITY. Computer Science. Applications are sought by the Department of Computer Science, York University for a contractually limited position (subject to final budgetary approval) A Masters degree in computer science or a Ph.D. in mathematics or science-related disciplines with computing experience is required. Duties will include: (i) undergraduate teaching, (ii) supervision of matters relating to undergraduate students and courses, (iii) liaison with the appropriate student related offices within the University, (iv) assisting students and preparing calendar material. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Send C.V. and three references to Prof. E. Arjomandi, Chairman, Department of Computer Science, Faculty of Arts, York University, North York (Toronto) Ontario, M3J 1P3.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA, Oral Biology. The Department of Oral Biology invites applications for a full time position at the level of Assistant Professor. Applicants must have a D.D.S. or equivalent and a Ph.D. in a dentally related discipline. The individual should have a number of years of independent research experience in the area of oral microbiology and inflammation with oral tissues. The individual will be expected to establish an independent research program that must integrate with existing research groups. The position is available subject to obtaining salary support from an external funding agency. The salary support will be 100% for a year with the possibility of renewal for a second five year term. Salary will be commensurate with experience in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be received by July 15, 1986. Applicants should send a curriculum vitae, a summary of research interests and the names and addresses of three references to Dr. Barry C. McBride, Department of Oral Biology, Faculty of Dentistry, University of British Columbia 2199 Wesbrook Mall Vancouver, B.C. V6T 1Z7

EDUCATION

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION, The OISE/UWD Educational Leadership Centre. The Ontario Institute for Studies in Education is seeking a qualified member (tenure-track) for the OISE/UWD Educational Leadership Centre to be appointed effective July 1 1987. The Centre is housed in Althouse Faculty of Education, at the University of Western Ontario, in London Ontario and is presently funded and governed jointly by OISE and the University of Western Ontario. Its program is multi-faceted and its activities (1) continuing education; (2) research and development; (3) information dissemination, (4) field services; and (5) visiting educators. A major purpose of the Centre is to provide professional development experiences for educational leaders in Ontario. Through the Centre, such people are assisted in pursuing studies of their role, their effectiveness and their leadership skills, with a primary focus in the initial period of the Centre's establishment being on the study of the principal. The successful candidate will be appointed to the faculty of OISE (rank and salary commensurate with qualifications) and will receive salary and benefits directly from the Institute. Minimum requirements include an earned doctorate and applicants should have proven research skills and the ability to integrate theory and practice in both scholarly publications and in leadership (leadership programs and settings). No specific specialty is required but the faculty member will be expected to pursue research in curriculum and instructional leadership and to develop related professional education programs. Applications including an up-to-date curriculum vitae and the names of three or more referees should be submitted by June 30, 1986 to: Dr. Doris Ryan, Assistant Director (Field

Services & Research). The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto Ontario M5S 1V6 Canada

THE UNIVERSITY OF MANITOBA. Adult/Continuing Education. Applications are invited for a tenure track position at the rank of Assistant or Associate Professor. Qualifications include a doctorate preferably in Adult Education, and relevant academic and professional experience. Primary responsibilities include the coordination and development of the Intersession and Summer Session Programs and teaching in the Certificate Program in Adult and Continuing Education. In addition, the successful candidate will be expected to maintain an active program of research and scholarship. Salary dependent on qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to send a letter of application, curriculum vitae and the names and addresses of three referees to Dr. W. Thompson, Associate Dean, Continuing Education Division The University of Manitoba Winnipeg, Manitoba, R3T 2N2 The effective date of the appointment will be September 1, 1986 Applications will be accepted until July 15, 1986.

THE UNIVERSITY OF BRITISH COLUMBIA. Education. 1 The Department of Language Education, Faculty of Education, the University of British Columbia invites applications for a tenure-track position at the Assistant Professor level in the area of teaching English as a second-foreign language. Additional qualification in either elementary or secondary language arts desirable This position offers equal opportunity for employment to qualified females and male applicants. 2 Applicants should have appropriate doctorate and teaching experience at elementary and/or secondary school levels. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada 3 Duties will include research, teaching graduate and undergraduate courses, supervision of graduate students, and supervision of practice teaching. 4 Salary to be commensurate with qualifications and experience. 5 Applications with curriculum vitae and the names and addresses of at least two referees, should be sent to Dr Wendy K Sutton Acting Head Department of Language Education, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z5. 6 September 1, 1986, or as soon after as may be arranged. 7 Applications received until 15 July 1986 or until position filled. 8 The position rs subject to budgetary approval

ENGINEERING

UNIVERSITY OF NEW BRUNSWICK. Mechenical Engineering. Applications are invited for a tenure-track faculty position at the Assistant Professorial level in the areas of Applied Mechanics and Design The successful candidate will be expected to teach at the undergraduate and graduate levels and to develop a program of funded research. Applicants should hold a Ph.D. degree previous teaching industrial experience and experience is desirable Applicants should be qualified for and be prepared to become registered as a Professional Engineer in the Province of New Brunswick Appointment to be effective September 1, 1986 or when a suitable applicant is available Applications, including e current resume and the names of three referees, should be sent to Dr F R Wilson, Dean of Engineering University of New Brunswick P O Box 4400, Fredericton, N.B. E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents and is subject to available funding

UNIVERSITY OF NEW BRUNSWICK. Department of Electrical Engineering. Applications are invited for a career track position as Instructor in the Department of Electrical Engineering, University of New Brunswick Fredericton Campus Candidates should have at least a Masters Degree in Electrical Engineering and have an interest in coordination of and instruction in undergraduate laboratories in digital systems electronics, control systems, electromagnetics, circuits and machines and to assist in the development of those laboratories. The successful applicant should also be capable of assisting with ongoing research The Department has a full-time faculty of 15 members, an undergraduate enrollment of 350, and a B.Sc.E. program with options in electronics, communications and fields in power engineradius and systems control and computer engineering. In addition, there are 39 graduate students working in the above areas. Applicants should be qualified for and be prepared to become registered as a Professional Engineer in the Province of New Brunswick. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents and is subject to available funding Appointment to be effective September 1, 1986 or when a suitable applicant is available A current resume and the names of three referees should be sent to, Dean of Engineering, University of New Brunswick, P.O. Box 4400 Fredericton, N.B., Canada E3B 5A3

UNIVERSITY OF SASKATCHEWAN. Electrical Engineering. The Electrical Engineering Department University of Saskatchewan has a tenure track Assistant Professor opening for research and teaching in undergraduate and graduate levels in modern aspects of electric power systems and machines. A Ph.D. required and industrial experience an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send resume and names of three references to Dr. A.M. El-Serafi, Chairmen of Search Committee Department of Electrical Engineering University of Saskatchewan, Saskatoon, Canada, S7N 0W0. Closing date for applications, August 31, 1986

ROYAL MILITARY COLLEGE OF CANADA. Electrical Engineering. Assistant Professor in Electrical Engineering, Royal Military College of Canada, Kingston, Ontario, K7K 5L0. Ph.D. in Electrical Engineering with specialization in micro-electronics and VLSI design with published evidence of excellent research activity Ability to communicate in French will be considered an asset. The position is open equally to male or female candidates and preference will be given to Canadian citizens Undergraduate and graduate level teaching with research required in areas of interest to the department. Salary will be commensurate with qualifications Submit curriculum vitae and the names and addresses of three references to: Head Department of Electrical Engineering To be filled as soon as possible On peut obtenir une version française de cette annonce en s'adressant a N Gauthier, Adjoint au principal

UNIVERSITY OF ALBERTA. Department of Mining, Metallurgical and Petroleum Engineering. Applications are invited for an Assistant Professor for a full time limited term appointment This position has the potential to be extended in term through an NSERC University Research Fellowship. The successful candidate will have a Ph.D. in some aspect of materials engineering or chemical metallurgy The candidate must be prepared to teach materials science and other courses as required He/she would also be expected to initiate a research program preferably in an area related to advanced industrial materials Applicants should send curriculum vitae and names of at least three referees to R. Rittel, Chairman, Department of Mining, Metallurgical and Petroleum Engineering, University of Alberta Edmonton, Alberta, T6G 2G6. Phone (403)432-3454 The University of Alberta is an equal opportunity employer but, in accordance with Canadian Employment and Immigration requirements, this advertisement rs directed to Canadran citizens and permanent residents of Canada Deadline date July 14 1986

UNIVERSITY OF WATERLOO. Department of Chemical Engineering. Applications are being accepted for two faculty positions at the Assistant or Associate Professor level. The Chemical Engineering Department at Waterloo has several areas of specialization which are Biochemical Engineering, Polymer Engineering, Extractive Metallurgy, Transport Processes, Process Control/Statistics and Pollution Control Engineering Candidates for the position should have teaching/research interests in one or more of these areas We are particularly interested in attracting a person who has been working in the area of Computer Aided Design, Flowsheeting and Process Control. Successful candidates will have the Ph.D. degree. The P Eng qualification and some industrial experience are also very desirable. We are looking for talented persons who have enthusiastic interests in both teaching and research Applicants should send a curriculum vitae and names of three referees to the following address: E. Rhodes, Chairman, Dept of Chemical Engineering, University of Waterloo Waterloo, Ontario, Canada N2L 3G1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates Applications from women candidates are particularly welcome.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. University of New Brunswick Fredericton Campus has a tenure-track position in Civil Engineering in the area of pavement design and research. Experience in the areas of Geotechnical Construction or Transportation would be an asset This position will be at the Assistant Professor level The work will involve teaching at the undergraduate and graduate level and conducting research in conjunction with an established graduate program in design Applicants should have a Ph D in Civil Engineering with specialization at the Graduate level in pavement research The applicant should be eligible for registration as a Professionel Engineer The date of the appointment will be September 1, 1986 or when a suitable applicant is available. Applicants should send a curriculum vitae and the names of at least three referees to Dean F.R. Wilson, Faculty of Engineering, University of New Brunswick, P.O. Box 4400 Fredericton N.B., E3B 5A3

UNIVERSITY OF NEW BRUNSWICK. Engineering Graduate Programs. Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Graduate Programs in Surveying Engineering. University of New Brunswick, Fredericton campus Applicants should have an interest in graduate and undergraduate teaching and research in one or more of the surveying and mapping disciplines. An earned Ph.D. is preferred. Applicants should be eligible for registration in a Provincial Association of Professional Engineers. Appointment is to be effective September 1, 1986 or when a suitable applicant is available. In accordance with Canadian immigration requirements, this is directed to Canadian citizens and permanent residents. A resume and the names of three referees should be sent to: Dr. F.R. Wilson, Dean of Engineering University of New Brunswick, P.O. Box 4400 Fredericton, N.B., Canada, E3B 5A3

ROYAL MILITARY COLLEGE OF CANADA. Département de génie électrique. Le Département do génie électrique offre un poste régulier de professeur adjoint. Le candidat choisi devra enseigner dans el 2e cycle et taire de la recherche. L'entrée en fonction sera le 1er juillet 1986. Le poste est offert également aux hommes et aux femmes et le salaire sera établi d'après les qualifications du candidat, selon les normes competitives présentement en vigueur à notre institution. Le candidat devra detenir un Ph D (ou l'équivalent dans un domaine pertinent avec formation en génie informatique de préférence La connaissance du francaise est essentielle pour ce poste et la connaissance de l'anglais avantageux un candidat Soumettre son curriculum vitae ainsi que les nom et adresse de 3 répondants, avant le 30 juin 1986, a M P.E. Allaid, Directeur Département do génie électrique, Royal Military College of Canada, Kingston, Ontario, K7K 5L0 Ce poste est offert aux citoyens canadiens et aux résidents permanents seulement. La politique voulant que la connaissance de l'anglais et du francais est essentielle pour ce poste et la connaissance de l'anglais avantageuse

budgetary approval While the appointment can be made at any level of the Assistant Professor salary scale, it is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates wherever possible. The present floor of the Assistant Professor level is $27 200 00. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries and resumes with three letters of reference should be sent to Professor S. Horien, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Ontario, N2L 3G1 The closing date is October 15, 1986 Applications from women candidates are particularly welcome

SIMON FRASER UNIVERSITY. German Literature. The German Division of the Department of Languages, Literatures and Linguistics, Simon Fraser University, invites applications for a part-time leave replacement in German Literature from September 1, 1986 to April 30, 1987 at the rank of Sessional Instructor Qualifications PhD. native ability in German teaching experience Teaching Duties: Classicism I Fall 1986, 3 hrs /week), Romanticism (Spring 1987, 3hrs/week) Salary $5,958. Applications, including c.v. and the names and addresses of three referees, should be sent to Dr Margret Jackson, Chairmen, German Division, Department of Languages, Literatures and Linguistics, Simon Fraser University Burnaby, B.C. V5A 1S6 by July 15, 1986 In accordance with Canadian immigration requirements this position is directed to Canadian citizens and permanent residents Dalhousie University is an equal opportunity employer

DALHOUSIE UNIVERSITY. Associate University Librarian. The Dalhousie University Library invites applications for the position of Associate University Librarian (Technical Services), a senior administrative position excluded from the bargaining unit, reporting to the University Librarian Responsible for planning, administration, and policy formulation for technical services functions of acquisitions, cataloguing and serials Participates in general library administration as member of senior staff. Serves as deputy University Librarian Technical Services consists of 30 FTE staff The Library uses UTLAS and anticipates implementation of automated library system in cooperation with other Halifax University libraries Qualifications: Degree from an accredited library school; minimum ten years professional experience including administrative experience in Technical Services; knowledge of academic research library organization, experience with automated library systems, strong oral and written communication, analytical, and interpersonal skills, demonstrated ability to coordinate work of staff and to implement change. Salary according to qualifications and experience Deadline for applications is September 1, 1986. Submit resume and names of three references in confidence to William F Birdsall, University Librarian, Dalhousie University Library, Halifax, Nova Scotia, B3H 4H8 In accordance with Canadian immigration requirements this position is directed to Canadian citizens and permanent residents Dalhousie University is an equal opportunity employer

LINGUISTICS

THE UNIVERSITY OF OTTAWA. Linguistics. The Linguistics Department of the University of Ottawa has two one year teaching positions for 1986-87 The areas of expertise sought are one or a combination of phonology, psycholinguistics and semantics Ph D a must, strong research record and publications an asset Preference will be given to bilingual (French and English) candidates. Applicants should send CV, 3 letters of recommendation and samples of recent work to Andre Lapierre, Chairman, Department of Linguistics, University of Ottawa 78 Laurier Ave. East, Ottawa, Ontario. K1N 6N5 The positions will be open until suitable candidates are found.

UNIVERSITY OF OTTAWA. Linguistics. Research Assistant in Linguistics (SSRHCC Funds) Syntax. Ph D completed or near completion. Knowledge of Government-Binding Rumanian (native ability preferred). Romance linguistics. Salary Current SSHRCC rates ($23,000/a year large, depending on qualifications). Beginning September 1986, for up to 12 months Applications with C.V. to: M. Rivero Department of Linguistics, University of Ottawa, Ottawa, Ontario, K1N 6N5 In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be be given priority

UNIVERSITE D'OTTAWA. Linguistique. Le département de linguistique de l'Université d'Ottawa sollicite des candidatures à deux postes d'enseignement pour l'année 1986-87. L'expertise souhaitée se situe dans un ou plusieurs des domaines suivants phonologie, sémantique et psycholinguistique Le doctorat est obligatoire Un solide dossier de recherche et de publications serait souhaitable La préférence sera accordée aux candidats bilingues (anglais-français). Les candidats doivent faire parvenir leur CV, 3 lettres de recommandation et quelques exemplaires de travaux récents à André Lapierre, directeur Département de linguistique Université d'Ottawa, 78, avenue Laurier est Ottawa, Ontario, K1N 6N5 Ce concours prendra fin dès que des candidatures acceptables auront été retenues

MATHEMATICS

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Mathematics Applications are invited for a tenure-track position at the Assistant Professor level effective September 1, 1987 or earlier Duties include teaching and research in some area of applied mathematics In accordance with Canadian immigration procedures, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval Send curriculum vitae including names of three referees to W R Smith, Chairman, Department of Mathematics and Statistics University of Guelph, Ontario, N1G 2W1. The closing date for applications is January 15, 1987

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics invites applications for a position at the rank of Professor beginning June 1, 1987. (Current base salary for rank of Full Professor is $46,820) Applicants from all fields will be considered Candidates must have a strong research record CV and the names of three references should be sent to Dr. M.A. Malik, Chairman, Department of Mathematics, Concordia University, 1455 de Maisonneuve Blvd W., Montreal, Quebec Canada, H3G 1M8 In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date is November 30 1986

UNIVERSITY OF TORONTO. Department of Mathematics. Toronto, Ontario, M5S 1A1 Canada The Department of Mathematics University of Toronto is looking for strong applicants in pure or applied mathematics to nominate as candidates for NSERC Research Fellowships beginning July 1, 1987. These are five year research positions (subject to a review in the third year) with teaching load of at most one course per year One of the five years may usually be taken as a sabbatical. Successful candidates may in special circumstances be considered directly for a tenure-stream position Applicants should be mathematicians with a relatively recent doctorate and who have demonstrated their ability with some substantive postthesis research accomplishment. They must be Canadian citizens or landed immigrants by November 1, 1986 University of Toronto encourages both men and women to apply for these fellowships Applicants should send a brief description of their research program to Professor T Bloom, Chairman, and arrange to have sent three letters of reference This material should arrive before Monday, September 15, 1986 The Department's choice of candidate will be made in late September, and the final decision by NSERC is announced (by NSERC) in the Spring

CARLETON UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics has an opening for a tenure track position at the level of Assistant Professor or Associate Professor, beginning July 1, 1987 Applicants should hold a Ph D degree and have demonstrated research ability in an area of Analysis The appointment is open to both female and male applicants The successful candidate shall be expected to make significant research contributions to an active area in Mathematical Analysis, carry out graduate and undergraduate instruction, and supervise graduate students, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Carleton University is an equal opportunity employer

LINGUISTICS

THE UNIVERSITY OF OTTAWA. Linguistics. The Linguistics Department of the University of Ottawa has two one year teaching positions for 1986-87 The areas of expertise sought are one or a combination of phonology, psycholinguistics and semantics Ph D a must, strong research record and publications an asset Preference will be given to bilingual (French and English) candidates. Applicants should send CV, 3 letters of recommendation and samples of recent work to Andre Lapierre, Chairman, Department of Linguistics, University of Ottawa 78 Laurier Ave. East, Ottawa, Ontario. K1N 6N5 The positions will be open until suitable candidates are found.

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UNIVERSITE D'OTTAWA. Linguistique. Le département de linguistique de l'Université d'Ottawa sollicite des candidatures à deux postes d'enseignement pour l'année 1986-87. L'expertise souhaitée se situe dans un ou plusieurs des domaines suivants phonologie, sémantique et psycholinguistique Le doctorat est obligatoire Un solide dossier de recherche et de publications serait souhaitable La préférence sera accordée aux candidats bilingues (anglais-français). Les candidats doivent faire parvenir leur CV, 3 lettres de recommandation et quelques exemplaires de travaux récents à André Lapierre, directeur Département de linguistique Université d'Ottawa, 78, avenue Laurier est Ottawa, Ontario, K1N 6N5 Ce concours prendra fin dès que des candidatures acceptables auront été retenues

JEWISH STUDIES

McGILL UNIVERSITY. Jewish Studies. The Jewish Studies Program invites applications for a one-year appointment commencing September 1987 as Director of the Jewish Teacher Training Program. The appointment will be at the level of Assistant Professor. Ideally, the successful candidate will have a PhD in Education and every qualification in Jewish Studies Alternatively, he/she might have a PhD. in Jewish Studies along with considerable experience and training in Education In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applicants should submit a curriculum vitae and the names and addresses of three referees to Professor Gershon Hundert, Director, Jewish Studies Program McGill University 3511 Peel St., Montreal Que Can., H3A 1W7

LIBRARY

MOUNT ALLISON UNIVERSITY Librarian. The Ralph Pickard Bell Library invites applications for a Music Librarian, who under the general direction of the University Librarian, will be responsible for the operation of the Alfred Whitehead Memorial Music Library Duties will include ordering and cataloguing music materials, reference service to faculty and students supervision of one full-time staff member and several student assistants Qualifications: a Music degree (or equivalent) plus an MLS from an accredited library school The Ralph Pickard Bell Library invites applications for a Serials Librarian who, under the general direction of the University Librarian, will be responsible for the operation of the Serials Department and the microform collection as well as reference service to faculty and students Other duties include supervision of the Serials Department staff (4), updating the annual Serials Holdings List, overseeing the binding operation and microfilming Qualifications: an undergraduate degree and an MLS from an accredited library school. Some professional appointments at Librarian I, $20,200-$25,068 or Librarian II, $22,147-$34,318 (85-86 rates) Submit resume and names of three references to Mrs. Ruth Cunningham, Acting University Librarian, Ralph Pickard Bell Library Mount Allison University, Sackville, New Brunswick E0A 3C0. These positions are to be filled as soon as possible

MEDICINE

UNIVERSITY HOSPITAL/UNIVERSITY OF WESTERN ONTARIO. Pathologist. Applicant should hold F.R.C.P.(C) or equivalent in Anatomic Pathology Will be required to participate in undergraduate independent research programme in sphere of interest Experience in teaching residents and undergraduates in medical subjects required This is a tenure track position with seniority and rank to depend on the individual to be considered. It is a joint appointment to the Faculty of Medicine, University of Western Ontario and is available within a short period of time Applicants must have qualifications permitting medical registration in the Province of Ontario. Applications with full curriculum vitae to A.C. Wallace, M.D., Acting Chairman, Department of Pathology, Health Sciences Centre, The University of Western Ontario, London, Ontario, N6A 5C1. Closing date for applications June 30, 1986 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Health Care & Epidemiology. A tenure track position in the Division of Public Health Practice, Department of Health Care and Epidemiology is available to a suitably qualified candidate The responsibilities of the position include the administration of the Community Medicine residency program, teaching course work related to the theory and practice of community medicine, developing relationships within the department and the university as well as with local, provincial and national agencies Research experience in areas of program delivery and evaluation would be an asset. The successful candidate would be expected to participate in departmental activities such as undergraduate medical teaching and clinical research consultation Qualifications include an M.D. and post-graduate training in Community Medicine The candidate should be a member of the Royal College of Physicians of Canada. Eligibility for licensure in B.C. is required In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents This position is open to both male and female applicants and is subject to final budgetary approval. Closing date for application is July 31st, 1986 or until a suitable candidate is found Please Submit curriculum vitae to Head, Department of Health Care and Epidemiology, University of British Columbia, 2075 Wesbrook Mall Vancouver, B.C. Canada V6T 1W5

UNIVERSITY OF SASKATCHEWAN. Pediatrics. Alvin Buckwold Centre. Department of Pediatrics, at the University of Saskatchewan invites applications for a position as Research Assistant or Post-doctoral Fellow in the Department of Pathology to work on a project involving cell separation using immunoaffinity partitioning Candidates must have a good background in biochemistry, chemistry or a basic biomedical science and be experienced in cell separation techniques, particularly partitioning in two polymer aqueous phase systems The position is available for a minimum of one year commencing August 1, 1986 The University of British Columbia offers equal opportunity for employment to qualified male and female applicants In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Responses, including a resume and the names, addresses and telephone numbers of three referees, should be addressed to Dr. Donald E. Brooks, Department of Pathology, 2211 Wesbrook Mall, University of B.C. Vancouver Canada V6T 1W5

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. Pharmaceutics. Post-doctoral Fellow (M.D. and/or Ph.D. in Biochemistry or Cell Biology) available July 1986 to work on calmodulin phosphorylation of normal and neoplastic liver plasma membrane, or alternatively to work on Ca/calmodulin-dependent phosphoinositide/protein phosphatase systems and their role in assembly/disassembly of intercellular junctions in normal and neoplastic cells Start date 1 July 1986 (renewable annually). Salary $22,000-$24,000 per year dependent on experience Send Curriculum Vitae and names of three referees to Dr Antonio Villalobo, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall Vancouver, B.C. V6T 1W5. Deadline for applications June 30, 1986

PHARMACOLOGY

McGILL UNIVERSITY. Pharmacology & Therapeutics. The Department of Pharmacology & Therapeutics is undergoing a phase of growth and expansion and is now actively searching for candidates for two newly created academic tenure track positions with expertise in the areas of molecular biology (recombinant DNA) and receptor biology (receptor binding radioautography). The level of the two positions will be anywhere from Assistant to Full Professorship, with the minimum salary levels set by the university for academic staff as follows Assistant Professor - $30,622, Associate Professor - $35,713 and Full Professor - $44,300; with both the level and the salary being set commensurate with the qualifications and experience of the selected candidate. The Department is searching for candidates with some international reputation, with a serious interest in pharmacology and must have to organize an independent research group. The Department is very active in the areas of neuropharmacology, cardiovascular pharmacology and electrophysiology, receptor pharmacology, developmental pharmacology, pharmacology of infectious diseases, reproductive medicine and pharmacology, toxicology, autonomic pharmacology, behavioral pharmacology biochemical pharmacology and bronchopulmonary pharmacology Specialized facilities available include EM, tissue culture, electrophysiology and advanced image analysis The incumbents will be given some financial assistance to establish laboratory and to purchase equipment as well as statutory relocation assistance Applicants should apply in writing, enclosing a curriculum vitae, the names and addresses of three referees and a brief outline of proposed research to Dr A.C. Cuello, Chairman, Department of Pharmacology & Therapeutics, McGill University, 3655 Drummond Street, Room 1325, Montreal, Quebec, H3G 1Y6 by July 31, 1986, as the department is anxious to implement these positions as soon as possible In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

OCEANOGRAPHY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Oceanography. NSERC University Research Fellowships Applications are invited from suitably qualified candidates for NSERC University Research Fellowships to be held in the Department of Oceanography Applicants must be Canadian citizens or landed immigrants Applications from all disciplines in marine science will be considered We are especially interested in candidates having training and experience in 1) the molecular aspects of marine microbiology and/or marine heterotrophy and/or climatology Please write for further particulars and send applications, with a curriculum vitae and the names of three referees to: Dr. S. Pond Acting Head Department of Oceanography, The University of British Columbia, Vancouver B.C. Canada V6T 1W5

PATHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Pathology. Applications are invited for a position as Research Assistant or Post-doctoral Fellow in the Department of Pathology to work on a project involving cell separation using immunoaffinity partitioning Candidates must have a good background in biochemistry, chemistry or a basic biomedical science and be experienced in cell separation techniques, particularly partitioning in two polymer aqueous phase systems The position is available for a minimum of one year commencing August 1, 1986 The University of British Columbia offers equal opportunity for employment to qualified male and female applicants In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Responses, including a resume and the names, addresses and telephone numbers of three referees, should be addressed to Dr. Donald E. Brooks, Department of Pathology, 2211 Wesbrook Mall, University of B.C. Vancouver Canada V6T 1W5

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. Pharmaceutics. Post-doctoral Fellow (M.D. and/or Ph.D. in Biochemistry or Cell Biology) available July 1986 to work on calmodulin phosphorylation of normal and neoplastic liver plasma membrane, or alternatively to work on Ca/calmodulin-dependent phosphoinositide/protein phosphatase systems and their role in assembly/disassembly of intercellular junctions in normal and neoplastic cells Start date 1 July 1986 (renewable annually). Salary $22,000-$24,000 per year dependent on experience Send Curriculum Vitae and names of three referees to Dr Antonio Villalobo, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall Vancouver, B.C. V6T 1W5. Deadline for applications June 30, 1986

PHARMACOLOGY

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PHYSICAL EDUCATION

UNIVERSITY OF NEW BRUNSWICK. Faculty of Physical Education and Recreation. Applications are invited for a tenure-track position at the rank of assistant professor The successful candidate will have completed a Ph D and will have his/her main responsibilities in the teaching and research in the prevention of athletic injuries, growth and development and the supervision of an athletic training practicum Salary is commensurate with experience and qualification with the current range being $27,986 to $39,766 (Canadian). Appointment begins July 1, 1987 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applicants with curriculum vitae and three letters of reference should be sent by December 31 1986 to Dr W.W. MacGillivray, Dean, Faculty of Physical Education and Recreation University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3

UNIVERSITY OF OTTAWA. Faculty of Health Sciences. School of Human Kinetics. Health Department. The School of Human Kinetics and Health Department Education invites applications for a tenure-track position at the assistant professor level Applicants must possess a Ph.D and have demonstrated research expertise Responsibilities will include teaching graduate and undergraduate courses in Sport and Health Education Administration as well as research. Bilingualism is a definite asset Salary will be commensurate with qualifications and experience. Starting date is Jan. 1, 1987. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents Curriculum vitae and the names of three referees should be sent to Dr. Charles Bouchard, Director, School of Human Kinetics, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITE D'OTTAWA. Faculte des sciences de la sante. Ecole des sciences de l'activité physique. Le Département d'education physique ouvrira à partir du 1er jan 1987 un poste de professeur adjoint pouvant conduire à la permanence. La personne choisie doit maîtriser la langue anglaise, détenir un doctorat et avoir une bonne expérience en recherche. Tâches enseignanmani aux 1er et 2e cycles dans le domaine de l'administration du sport et de l'activité Faire direction et collaboration à des travaux de recherche, perfectionnement à l'administration de l'unité Salaire selon qualifications et expérience Conformement aux exigences d'immigration Canada celle annonce s'adresse d'abord aux citoyens canadiens et aux résidents permanents Les personnes intéressées doivent faire parvenir leur candidature, leur curriculum vitae et les noms de trois répondants a: M. Charles E Collon Ph.D., Directeur, Ecole des sciences et de l'activite physique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5

PHYSICS

CONCORDIA UNIVERSITY. NSERC University Research Fellowship in Physics. The Department of Physics at Concordia University is seeking a candidate for an NSERC University Research Fellowship in experimental Condensed Matter Physics in the 1986-87 competition. Preference will be given to research experience in the areas related to Mossbauer spectroscopy, galvanomagnetic effects, or magnetic susceptibility Candidates must hold a doctoral degree and must have had relevant experience following receipt of the degree to the extent usually required by the University for appointment at the rank of Assistant Professor. Holders of earlier NSERC regulations candidates must be Canadian citizens or permanent residents of Canada. The fellowship is for three years and renewable for an additional two years The fellow is eligible for NSERC research grants Applications including C.V., list of publications and three letters of recommendation, should be sent (as soon as possible) to: Professor S.K. Misra, Department of Physics Concordia University, 1455 de Maisonneuve Blvd. West, Montreal Ouebec Canada H3G 1M8.

UNIVERSITY OF GUELPH. Department of Physics. Research Associate required in Theoretical Liquid State Physics effective September 1 1986. Must have a Ph.D and at least three years postdoctoral work in the field, with experience in theoretical structure, thermodynamics, spectroscopic and dynamical calculations, and in computer simulations of molecular poler and nonpolemic fluids This is a non-tenurable limited position and the appointment will be for at least three years subject to review at the end of the first year The contract is renewable after three years, subject to the availability of funds. Salary range $20,000 - $25,000 per annum depending on experience. Priority will be given to Canadian citizens and permanent residents Candidates should send their C.V. and the names of two referees to Dr R.W. Ollerhead Chairman, Department of Physics, College of Physical

Science University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications is July 31, 1986.

THE UNIVERSITY OF BRITISH COLUMBIA. NSERC University Research Fellowships. The Department of Physics invites applications for NSERC University Research Fellowships for the 1986/87 competition. Priority will be given to experimental candidates in the fields of medium or high energy nuclear/particle physics experimental or theoretical candidates in condensed matter physics and experimental candidates in quantum optics. Persons eligible for certification as Professional Engineers would be a definite asset to our Engineering Program. The Department anticipates making several tenure track appointments during the next five year period and URF s will be given serious considera tion for these positions. Candidates should normally have completed at least one or more years of post-doctoral experience and have an outstanding research record. Under NSERC regulations candidates must be Canadian citizens or permanent residents of Canada. NSERC fellows will spend the majority of their time doing research but will normally undertake a limited amount of teaching. The fellowships are for three years renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brief resume outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. J.O. Stoffer, Chairman of Physics. University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome

PHYSIOLOGY

UNIVERSITY OF ALBERTA. Department of Physiology The Department of Physiology of the University of Alberta invites applications for a position at the Assistant Professor rank. The successful candidate must have a Ph D degree and at least two years post-doctoral experience and have demonstrated outstanding ability for independent research. Preference will be given to investigators with experience in the following areas: enzyme chemistry, ion channel techniques, electrophysiology and ion flux studies, biochemistry or biophysics of neurotransmitter release, cellular calcium metabolism and smooth muscle and cytoskeletons. A good background in chemistry and pharmacology will be necessary to carry out such research. The successful candidate will be expected to fit in with existing research programs in ion channel and smooth muscle physiology and peptide hormone studies and will be expected to participate in the department's teaching program. The candidate will be expected to apply for the Alberta Heritage Foundation for Medical Research (AHFMR) for a Scholarship. AHFMR also offers establishment grants for setting up a well equipped laboratory and for initial operating expenses. The University of Alberta is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send their curriculum vitae an outline of their proposed research program and the names of three referees before June 30, 1986, to The Chairman, Department of Physiology, University of Alberta, Edmonton, Alberta, T6G 2H7.

PLANT SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO. Department of Plant Sciences. Applications are invited for a tenure-track position at the Assistant Professor level in the area of microbiology. Preference will be given to well qualified candidates with training in physiology. Experience in molecular biology is desirable, however, we are seeking the best candidate and related interests will be considered. The applicant will be expected to establish a strong research program, supervise graduate students, teach in physiology/microbiology courses and assist in the development of molecular biology in the department. Good facilities and opportunities for research are available and excellent opportunities for collaborative research exist. The position will be available on July 1, 1987, subject to availability of funds. Applicants should have a Ph D and at least two years of post-doctoral training. Applications accompanied by a detailed c v, and three letters of reference should be forwarded to: The Chairman, Department of Plant Sciences, The University of Western Ontario, London, Ontario, N6A 5B7 by August 31, 1986. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer

THE UNIVERSITY OF WESTERN ONTARIO. Department of Plant Sciences. NSERC University Research Fellow The Department of Plant Sciences, The University of Western Ontario invites applications for an NSERC University Research Fellow who will complement present departmental research interests in the molecular biology of eukaryotic microorganisms and higher plants Current areas of research include plant tissue culture, the development and assembly of the photosynthetic apparatus in higher plants, the molecular biology of maize heat-shock proteins, fungal differentiation, the molecular taxonomy of yeasts and host-parasite interactions of plant pathogenic fungi. The successful candidate should have at least 2 years of postdoctoral experience and proven expertise in recombinant DNA techniques. The candidate is expected to develop a strong, independent research programme as well as teach at the undergraduate and graduate levels in accordance with NSERC policy. The position is for 5 years and begins May 1, 1987. The successful candidate will be nominated for a University Research Fellowship by this university in the 1986 competition. Applicants should provide a c v, a detailed description of research interests and arrange for 3 letters of reference to be sent to the Chairman, Department of Plant Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7 by September 1, 1986. In accordance with NSERC policies, this advertisement is directed to Canadian citizens and permanent residents of Canada An Equal Opportunity Employer

POLITICAL SCIENCE

DALHOUSIE UNIVERSITY. Political Science The Department of Political Science at Dalhousie University invites applications for the position of Assistant Professor (Research) commencing July 1, or September 1, 1986. This position is a two year visiting post within the University's Centre for Foreign Policy Studies. Applicants should have a strong specialization in strategic studies, preferably with an interest in questions related to maritime strategy. An interest in carrying out some teaching duties in the Department would also be an asset. Candidates should have completed or be near completion of, the Ph D. (An appointment may be made at the level of Research Associate until a Ph D candidate has completed the doctorate.) Applications should be made to Dr. Robert Boardman, Director, Centre for Foreign Policy Studies, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4H6 enclosing a curriculum vitae and the names of three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action with respect to the employment of women.

UNIVERSITY OF WINDSOR. Political Science. The Department of Political Science invites applications for a one-year limited term appointment in the areas of Statistics, Research Methods and Political Behaviour. All responsibilities commence July 1, 1986. Candidates should have formal training in the areas of Statistics and Research Methods and some teaching experience in both areas in addition to teaching courses in Statistics and Research Methods the appointee will be expected to teach undergraduate courses in the areas of Political Behaviour and/or Canadian Politics and Government. Completed Ph.D., and some teaching experience is preferred. The minimum salary for candidates qualified for appointment as a Lecturer is approximately $24,000 and for Assistant Professor $30,000. Applications for a Visiting Appointment in the same areas (rank and salary open) will also be considered. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae, names of three referees and samples of research reports and publications should be sent by January 15, 1987 to: Professor Richard G. Price, Head Department of Political Science, University of Windsor, Windsor, Ontario, N9B 3P4

PORTUGUESE

UNIVERSITY OF TORONTO. Department of Spanish and Portuguese. Title of position Tutor in Portuguese Qualifications required M.A. in Portuguese (or equivalent) and preference in teaching language at all levels particularly advanced fourth-year level or native speaker. Experience with work with cultural organizations in Portugal and with communities in Ontario Native or near native fluency in Portuguese and English. Duties Undergraduate teaching of language courses. Commensurate with qualifications. Commencement date Applications should be sent to Professor James F. Burke Chairman Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario, M5S 1A1. Effective date of appointment July 1, 1987. Closing date for applications: August 31, 1986

CANCELLED

PSYCHIATRY

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry. Head of Division of Child Psychiatry Applications are invited for the position of Head of the Division of Child Psychiatry. The Division consists of 4 full-time and 14 part-time faculty who work and teach at three sites: Vancouver General Hospital (outpatients and a 10-bed adolescent unit), B.C. Children's Hospital (outpatients and a 10-bed in-patient unit for children) and the Health Sciences Centre Psychiatric Unit (child and family outpatients). The Division has places for residents to do their mandatory six months of child psychiatry, or two years to specialize in child psychiatry. The Division is also responsible for undergraduate medical student instruction. The new Head would be responsible for planning the activities, coordinating the teaching program and promoting research. As the Division is on the point of new development this would be an exciting and rewarding post for an energetic administrator/clinician/teacher/researcher. Appointment to this post would be at the level of Professor or Associate Professor level and is subject to initial budgetary approval. Applicants should be eligible for medical licensure in British Columbia. Salary and rank will be in accordance with existing academic scales for the University of British Columbia and in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including c v and names and addresses of three referees should be sent to Dr. Donald F.R.C.P.(C), Professor and Head Department of Psychiatry, The University of British Columbia, Health Sciences Centre Hospital, 2211 Wesbrook Mall, Vancouver, B.C., V6T 2B5

PSYCHOLOGY

QUEEN'S UNIVERSITY. Faculty of Arts and Science Department of Psychology. Queen's National Scholar Position Applications are invited for a Queen's National Scholar position in the Department of Psychology. The successful candidate will be in the early to middle stages of her/his career and will have a well established record of research and teaching. Selection will be based on academic excellence. Current departmental priorities are in the areas of multivariate analysis/measurement theory, forensic/correctional, industrial/organizational, and clinical psychology. Candidates in other areas will also be considered. This appointment will be for an initial term of three years, leading to a tenure track position. Salary will be commensurate with qualifications and experience. Candidates of both sexes are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, together with a curriculum vitae and the names of three referees, should be submitted to: Head, Department of Psychology, Queen's University, Kingston Ontario, K7L 3N6, Canada.

UNIVERSITY OF ALBERTA. Center for Advanced Study in Theoretical Psychology. Applications are invited for a tenuable appointment Assistant Professor (salary floor $30,316) beginning September 1, 1986 or January 1, 1987. This is an established research institute where all faculty hold joint appointments in regular departments. The candidate is expected to have wide-ranging interests in the foundations of psychology and specific research interests in substantive theory in psychology and/or philosophical psychology. The candidate will be jointly appointed in the Department of Psychology where undergraduate teaching and graduate supervision are responsibilities. Send curriculum vitae three letters of recommendation, and reprints and recent publications to Dr. Leendert Mos, Acting Director, Center for Advanced Study in Theoretical Psychology University of Alberta, Edmonton, Alberta Canada, T6G 2E9. Deadline for receipt of applications is September 1 or until the positions filled. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY. Instructional Psychology. The Instructional Psychology Research Group at Simon Fraser University seeks two Research Scientists to work on a 3-year project that aims to develop an artificially intelligent system to advise teachers about how to teach effectively. Preferred candidates will have completed a doctoral program and have academic training in research on teaching and instructional psychology. Previous research and school experience are assets. The appointment commences September 1, 1986. will be for one year with the possibility of renewal for up to two more years pending renewal funding. Salary is $24 500 per year plus benefits. The salary may be augmented by part time instruction in the Faculty of Education. Applicants should submit a curriculum vitae, names of five references, and sample research reports and publications to Dr. Philip Winne, Director, Instructional Psychology Research Group, Faculty of Education Simon Fraser University Burnaby, B.C. V5A 1S6 (telephone 604-291-3395). The deadline for receipt of applications is June 30, 1986. Candidates eligible for employment in Canada at the time of application are preferred.

CONCORDIA UNIVERSITY. Psychology. The Psychology Department of Concordia University invites applications for the 1986-87 NSERC University Research Fellowship competition. We are looking for individuals with research goals and Ph.D.s within the past five years and who have outstanding research potential. Research areas of particular interest are (1) visual sensory psychology (2) cognitive development, and (3) behavioural neurobiology in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should arrange for letters of reference to be sent by three referees, and should themselves send by July 31, 1986 a curriculum vitae, a statement of research goals and, preferably, one copy of each of NSERC forms 100, 101 and 200, completed as far as possible. Write to Dr. Albert Rabuteau, Chairman and Professor, Concordia University, Department of Psychology, 1455 de Maisonneuve West, Montreal, Quebec, H3G 1M8.

ST. THOMAS UNIVERSITY. Psychology. The Department of Psychology at St. Thomas University invites applications for one limited term appointment at the level of assistant professor for a one-year position beginning July 1, 1986. Primary responsibility will be teaching undergraduate courses introduction in first-year, sensation, perception and experimental design, at upper-year levels. In addition, the candidate will be expected to supervise undergraduate honours projects. Preference will be given to Canadian citizens or landed immigrants. A Ph.D. in psychology is required and near-native fluency in English. Teaching of psychology will be given preference. Applications with vitae, reprints, preprints, and the names of three referees should be sent to Dr. Claudia M. Whalen, Chairperson, Department of Psychology, St. Thomas University, Fredericton, New Brunswick E3B 5G3

UNIVERSITY OF TORONTO. Psychology. The Department of Psychology University of Toronto (Scarborough Campus), intends to sponsor an individual for an NSERC University Research Fellowship in cognitive psychology or behavioural neuroscience. Those interested should apply by August 15, 1986 the position will begin on April 1, 1987. Applicants should submit curriculum vitae and at least three letters of recommendation to Dr. Joan E. Grusec, Chairman, Department of Psychology, University of Toronto, Scarborough Campus, Scarborough, Ontario, M1C 1A4. NSERC Fellowships are restricted to Canadian citizens and permanent residents of Canada at the time of nomination.

PUBLIC ADMINISTRATION

DALHOUSIE UNIVERSITY. School of Public Administration. Applications are invited from tenure track positions as Assistant Professor in the field of Public Administration with particular emphasis on Compensation and Collective Bargaining Personnel and Public Sector Management. Responsibilities include teaching in the personnel and management fields at undergraduate and graduate levels. Candidates must have completed or ABD in a related field, some practical experience in Canadian public sector personnel management is highly desirable. Rank and salary commensurate with qualifications and experience. Dalhousie University is an equal opportunity employer in the hiring of women academics. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and three references should be addressed to Dr. A. Paul Pross, Director, School of Public Administration Dalhousie University, 1229 LeMarchant Street, Halifax, Nova Scotia, B3H 4H6

RELIGIOUS STUDIES

McGILL UNIVERSITY. Religious Studies. Associate Professor (tenure track) to teach Indian Languages, Hindu Philosophy and World Religions, beginning June 1, 1987. Ph.D. in Sanskrit required; candidate should be professionally at ease translating and teaching a variety of texts including the Vedas, Asta dhyayi, Epics and Upanishads. Candidate should also be able to teach Hindi at various levels and World Religions. Ability to teach Pali and other modern Indian languages desirable. Candidate should be familiar with Indology, History of Religions and Hinduism as a tradition in dialogue with Buddhism, Islam and Christianity. Salary (current floor) for rank $33,713. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should be sent by October 31, 1986, to Dean Donna Runnalls, Faculty of Religious Studies, McGill University, 3520 University Street, Montreal, P.Q. H3A 2A7

McGILL UNIVERSITY. Religious Studies. Assistant Professor of Old Testament Studies (tenure track) to begin June 1, 1987. Requirements include a Ph.D. and some teaching experience. To teach courses in Old Testament/Hebrew Bible and Biblical Hebrew as well as courses in Women and the Christian Tradition in dialogue with Theological Studies and Judaism. Salary (current floor) $30,622. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should be sent by October 31, 1986, to Dean Donna Runnalls, Faculty of Religious Studies, McGill University 3520 University Street, Montreal, P.Q. H3A 2A7

McGILL UNIVERSITY. Religious Studies. Assistant Professor of New Testament (tenure track) to begin June 1, 1987. Ph.D. required. To teach courses in New Testament Studies as well as New Testament Greek. Salary (current floor) $30,622. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should be sent by October 31, 1986, to Dean Donna Runnalls, Faculty of Religious Studies, McGill University 3520 University Street, Montreal, P.Q. H3A 2A7

SCIENCES DU LOISIR

UNIVERSITE DU QUEBEC A TROIS-RIVIERES. Departement des sciences du loisir. Professeur(e) à plein temps, disponible immédiatement, pour l'enseignement et la recherche dans les sciences du loisir, avec spécialisation dans le domaine des politiques culturelles, des politiques du loisir, et/ou des sciences politiques en général. Exigences: Doctorat en sciences du loisir ou en sciences politiques ou l'équivalent. Salaire selon les qualifications et l'échelle salariale de l'université. Curriculum vitae a Dr. Gilles Pronovost, Directeur, Département des sciences du loisir, Université du Québec à Trois-Rivières, C.P. 500, Trois-Rivières, Québec, G9A 5H7

SOVIET STUDIES

YORK UNIVERSITY. Social Science. Soviet/European Area Studies Applications are invited for a contractually limited appointment at the assistant professor level, commencing July 1, 1986 or after. We seek a candidate with a strong background in economics who can teach about the economic social, political and cultural dimensions of life in the Soviet Union and Eastern Europe. The candidate should also be able to teach a course on the politics of the Soviet Union. Ph.D. or equivalent, teaching experience (preferably interdisciplinary) and publications are all desirable. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, S756 Ross Building, 4700 Keele Street, Downsview, Ontario, M3J 1P3. Deadline for applications June 30, 1986

SPANISH

ST. THOMAS UNIVERSITY. Spanish. 1. Applications are invited for a one-year sabbatical replacement in Spanish. 2. PhD in Spanish, strong commitment to innovative teaching at the basic levels. Native or near native fluency in Spanish. 3. Undergraduate teaching of two courses in basic language and one upper level course in Peninsular Spanish literature. 4. Rank and salary commensurate with qualifications. 5. Send applications and three letters of recommendation to Jonathan Rehn, Chairman, Romance Languages, St. Thomas University, Fredericton, New Brunswick, E3B 5G3 Canada. 6. Effective date of employment 1 July 1986. 7. Position opened until filled. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is offered subject to budgetary approval

STATISTICS

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Statistics Applicants are invited for a tenure-track position at the assistant or associate professor level in the area of Statistics, effective September 1st 1987 or earlier. Duties will involve a combination of teaching undergraduate and graduate level courses, research and/or consulting. The candidate will be expected to contribute significantly to the department's research program emphasizing applied statistics, particularly in the Biological or Natural Sciences and agricultural research. Curriculum vitae including names of three referees to W.R. Smith Chairman, Department of Mathematics and Statistics University of Guelph, Guelph, Ontario, N1G 2W1. The closing date for applications is January 15th 1987. Salary subject to final budgetary approval in accordance with Canadian immigration procedures This advertisement is directed to Canadian citizens and permanent residents

THEATRE

UNIVERSITE D'OTTAWA. Departement de théâtre Le Departement de théâtre annonce l'ouverture d'un poste de professeur(e) titulaire à partir l'année universitaire 1986-1987 (ou pour un semestre). Celle ou le candidat(e) devra posséder un doctorat ou avoir publié des ouvrages importants et avoir une expérience récente et appropriée dans le théâtre professionnel ou Canada français de préférence en qualité de metteur en scène dramatique comédien(ne) ou scénographe. Les conditions deuvreuses de postuler devront également être familières avec les principales théories et tendances du théâtre canadien en général et plus particulier que l'Université d'Ottawa et son Département de théâtre sont bilingues. La connaissance de l'anglais sera considérée comme un atout. Charge d'enseignement: interprétation ou mise en scène. Rang que la responsabilité et votre spectacle départemental Celle charge pourrait être complétée éventuellement par l'enseignement d'un des cours suivants. l'Histoire de théâtre au Canada français. l'Histoire du théâtre moderne ou l'Esthetique de l'événement théâtral. Tous les cours du département sont du niveau du B.A. La rémunération est déterminée selon les qualifications et l'expérience Prière d'adresser les candidatures accompagnées d'un curriculum vitae détaillé et de trois lettres de recommandations avant le 30 juin 1986 au Professeur Reginald Pierre Directeur Département de théâtre, Université d'Ottawa, 112 rue Waller, Ottawa Ontario K1N 6N5

VETERINARY MEDICINE

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Clinical Studies. Position in Small Animal Medicine. Position in the Small Animal Medicine section of the Department of Clinical Studies is involved with the delivery of various small animal undergraduate graduate student and hospital programs. We presently have seven full time and one part-time faculty in small animal medicine. There are four post-graduate students pursuing the Doctor in Veterinary Science degree (a three year program following 3 years clinical training and one year research), and two interns. Time is provided for faculty to pursue their own activities. Responsibilities will include the teaching of individual disease and health maintenance subjects in both the undergraduate and graduate levels as well as the management of clinical case material presented to the Veterinary Teaching Hospital. Graduate and graduate student supervision will be in the area of internal medicine. Qualifications include the DVM or equivalent degree together with post-DVM training to Board Certification or eligibility levels in research degree or experience and demonstrated teaching and communication skills. The rank and salary for the position is commensurate with qualifications and experience and is subject to budgetary approval. The closing date for applications is July 31, 1986 or until qualified candidates are identified. Applications, inquiries and curriculum vitae together with three letters of reference, should be directed to Dr. R.A. Willoughby, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1 (519) 823-8800, extension 4000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ZOOLOGY

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Zoology. The Department of Zoology University of Toronto, Erindale College invites applications for a postdoctoral fellowship in toxicology in freshwater zooplankton ecology. Applicants must have completed a Ph.D degree in this field or a closely related one. The successful candidate will be expected to initiate research in an active laboratory engaged in aspects of the ecology and toxicology of zooplankton and in the theory and application of particle-size distributions. Some opportunity for senior undergraduate teaching may also be available. The position is available immediately for up to three years with salaries an annual salary of $22,000. Applicants should send, by July 25 1986, their curriculum vitae and the names of three referees to Dr. W.G. Sprules, Department of Zoology, University of Toronto, Erindale College, Mississauga, Ontario, L5L 1C6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants

ACCOMMODATION

TORONTO. House For Rent. Furnished, 4 bedroom executive 2-storey 2 1/2 baths den finished basement, modern kitchen, AIC, near schools, tennis, golf, arene, subway Yonge-York Mills area. Available July 1 1986-June 30 1987. $2,100/mo. Contact P. Sadowski 92 Beechwood Ave Wittowdale, Ont M2L 1J5. (416) 225-9508

The confidential appraisal: how confidential is it?

by A.E. Malloch

Prof. Malloch is with the Dept. of English at McGill University. He is a former head of CAUT's Academic Freedom and Tenure Committee and a winner of the CAUT's top honour — the Milner Award — for his contributions to the cause of academic freedom.

The letter of appraisal is an essential part of any student application to an institution or granting agency, and providing appraisals is an established responsibility for a university professor. Without clear indication to the contrary, such appraisals are assumed to be confidential, and are customarily so designated when the institution or agency supplies an appraisal form.

The designation *confidential* means that the appraisal is being entrusted, or confided, to the recipient for a particular purpose — the adjudication of the application — and in the knowledge that the recipient is undertaking not to use it (or further communicate it) for any other purpose. It is that undertaking which confers on the appraisal its confidential status. But does the professor, for his part, give any reciprocal undertaking when he submits the appraisal?[1]

The professor is certainly undertaking to provide an appraisal of the sort requested. He will commonly be asked for a "candid appraisal" or a "full and frank assessment" of the student's capacities, though even where there is no such specification, it is implicit that he is being asked for a complete and truthful statement.

But does the act of submitting a confidential appraisal carry with it some undertaking from the professor that restricts his own subsequent use of the appraisal? Or does he remain free to disclose it to others as he judges appropriate? These are questions which open the whole matter of what is involved in confidential discourse.[2]

If I tell someone that I wish to speak to him in confidence, I am by that very approach declaring a willingness to entrust something to him, and if he in turn indicates that he is prepared to accept the confidence, then the conversation proceeds.

Precisely what it means to accept a confidence depends on the circumstances, though in any event it is likely to involve some negotiation. It is frequently taken to mean that the confidant is promising not to communicate the matter further without the confider's permission. But even that interpretation, apparently clear, may need qualifying. Perhaps there are persons in the confidant's life from whom he has no secrets; perhaps his relation to those persons is not a matter which he is prepared to reveal to the present confider. The scenarios are various and intriguing.

But assuming that such difficulties are resolved, and the interlocutor agrees to accept my confidence, a basic question remains. Does it follow, because I am willing to confide to him, that I am therefore unwilling (or even, promising not) to offer the same confidence to anyone else? It may be flattering to a confidant to suppose himself the only person worthy of trust; and no doubt, too, it may be imprudent in a confider to scatter a confidence so indiscriminately that he forfeits his credibility, or opens himself to an action in defamation. Nonetheless, specific undertakings aside, it lies in my discretion to trust whom I will, and to confide where I trust; just as it lies in the discretion of anyone I approach, if he has misgivings, to decline to be my confidant.

Now to focus the question more directly on the written appraisal: the willingness of a professor to submit a confidential appraisal of a student's capacities to one institution does not disable him from submitting the same appraisal in confidence to other institutions to which the student is applying. Weary professors and secretaries can attest to that. The confidentiality of no one of these appraisals is judged to be diminished merely because the same appraisal has been, or will be confided elsewhere, since there is an undertaking of confidence from each of the recipient institutions.

But to extend the question further, does it lie in the discretion of the professor to confide this same appraisal in circumstances other than mere repeated applications by the student concerned? May he, for instance, confide it to departmental colleagues, or to the student himself? There are two issues here; first, the propriety of such disclosures; second, the confidentiality of the appraisal.

The propriety of sending the appraisal to the institution or agency in the first place seems unquestionable, since the student applicant (directly or indirectly) has asked the professor to do so — though it is worth recalling that in any given case the professor may decline to act as a referee. For the professor to disclose his appraisal to colleagues would also seem entirely appropriate, since those colleagues share with him a responsibility for teaching and evaluating the student. In both situations the appraisal is received in confidence — by specific undertaking in the case of the application, by common understanding in the disclosure to colleagues.[3]

The propriety of disclosing the appraisal in confidence to the student himself is widely challenged, but the argument in its favour is not frivolous. One of the responsibilities of a professor is to provide a student with frank evaluations of his work; if he has met that responsibility, then a certain bond of trust has already been created, to which the student's request for an appraisal offers testimony; for the professor to disclose his appraisal to the student could simply be the continuation of a process that is under way, and in certain cases *not* to disclose the appraisal could be to interrupt what is itself an established relation of confidence.

To contend that a disclosure to the student himself is a violation of confidence is to beg the question of whether or not the professor gives a reciprocal undertaking to the institution or agency which receives his appraisal that he, for his part, will withhold the appraisal from the student involved.[4]

If there is such an undertaking from the professor, it differs conspicuously from the undertaking given by the institution in being wholly inferential. The undertaking from the institution to receive the appraisal in confidence is explicit; it requires a structure of argument to establish the very existence of a reciprocal undertaking from the professor. However, the argument can be made, is made, and goes as follows.

Since appraisals are a significant factor in decisions concerning admissions and financial support, it is essential that they be full and frank. Unless the adjudication committee can count on appraisals being frank, it risks making decisions that are unwise and perhaps unfair. If professors know that an applicant will have access to his appraisal — either in the files of the institution or agency, or by approaching professors directly, they will frame their appraisals so as to omit material which might offend the student and perhaps give rise to dispute; in so doing professors will be denying the adjudication committee the full, frank appraisal it needs.

These are the initial premises: that adjudication committees require frank appraisals; that such appraisals can be secured only if the applicant is denied access to them. From these the conclusion is ultimately drawn, that when professors submit appraisals, they undertake not to disclose them to the applicant. The reasoning proceeds thus. Since the professor submitting the appraisal has served, is serving, or knows that he is likely to serve as an adjudicator (even as members of adjudication committees in their turn provide appraisals), everyone in the academic community understands and accepts the need for mutual undertakings of confidence between the author and recipient of an appraisal. Everyone also realizes that without such mutual undertakings, the system of voluntary, unremunerated appraisals would break down, and the whole adjudication procedure would consequently be jeopardized. Therefore, by common (though tacit) agreement there does exist an undertaking by professors not to disclose appraisals to student applicants.

The argument is complex and its premises rest on assumptions that demand to be examined. It is assumed, without any show of demonstration, that professors are incapable of providing frank appraisals unless they are assured that applicants will not see them. The implications of this assumption ought to be devastating to a profession which accepts it as a fundamental duty to provide students themselves with evaluations of their performances. Unless we are prepared to second what appears to be a declaration of cynicism or despair, the assumption has, at the least, to be modified, and this variant argument substituted.

Since there are some professors unwilling to provide frank appraisals if there is a chance that applicants will see them, professors collectively have agreed to close ranks and forego the right to make individual decisions about disclosure: one, in order to spare certain colleagues the embarrassment and inconvenience of being asked to see appraisals; and, two, in order to avoid the risk that those colleagues might otherwise decline to provide appraisals at all. With the emphasis thus shifted from collective incapacity to professional solidarity the argument attains plausibility.

The argument also makes the assumption that *frank appraisal* is a univocal concept with a meaning that commands general assent. But if a frank appraisal is one written without restraint or reserve, then the frankness invoked in this argument proves to be an extremely selective notion, since in fact many sorts of restraints are acknowledged and accepted in the act of appraising. Professors are bound to impose on themselves the restraint of filtering out prejudice (whether favourable or unfavourable),[5] and we must suppose that adjudication committees regard that particular restraint as indispensable.

Furthermore, anyone who has served on an adjudication committee knows how many restraints are built into the rhetorical structure of a confidential appraisal. The professor must identify and address the issues pertinent in the application. To be credible and convincing to those who may not know him at all, he must find a way of intimating his authority to appraise the applicant; he must persuade the readers of the keenness of his perception, the balance of his judgement, the rigour of his standards. An appraisal may speak in tones direct and professional, but in its composition the professor has been restrained by a number of considerations which are present whether the appraisal is to be seen by the student applicant or not.

In sum, the *frank appraisal* which is so crucial to this argument turns out not to be an appraisal generally freed from restraint, but rather an appraisal freed from one particular restraint, namely the knowledge that the student may learn what the professor has said about him. If that possibility restrains a professor from communicating to the adjudication committee a full appraisal of the applicant, both strengths and weaknesses, then it would seem indisputable that he should refrain from disclosing his appraisal to the student.

But this contingency scarcely authorizes a conclusion that because he is restrained by such a consideration, therefore all professor-appraisers must be so restrained; much less a conclusion that because he has resolved not to disclose his appraisal, therefore all professors have so resolved, and that in consequence professors transmitting appraisals "in confidence" are simultaneously giving undertakings to the recipients not to disclose their appraisals to the applicants.

The whole argument rests on too many unsupported and unexamined assumptions to be convincing. But, on the other hand, it would be quite as unreasonable to argue that all professors are bound to disclose their appraisals to the students concerned simply because it lies in their discretion to do so. The professoriat is not obliged to show a united front in either direction.

An uneven practice across departments or faculties is likely to create a situation in which professors will have to explain to their students, their colleagues, and (above all) themselves the basis of their decision in this matter. But that is not an intolerable burden for persons who have agreed to play a significant role in selection processes that directly affect the lives of the students they teach.

Lorsqu'un étudiant demande une bourse ou postule un emploi à un établissement d'enseignement ou à un organisme subventionnaire, la lettre de recommandation constitue une pièce essentielle de son dossier. Pour un professeur d'université, la rédaction d'une telle lettre est une responsabilité reconnue. Elle est censée être confidentielle et ne doit pas servir à d'autres fins. Toutefois, l'auteur de la lettre est-il tenu à la confidentialité? Le professeur E.A.E. Malloch se penche sur la question.

NOTES

1. The reader is advised that for purposes of this article the personal pronouns *he, his, him* are to be deemed androgynous.
2. The fact that one party to a contract is under an obligation of confidence does not of itself mean that the other party is under a similar obligation. See *Fraser v. Evans.* (1969) 1 All E.R. 10-11 (C.A.).
3. The undertaking is articulated in the CAUT "Guidelines concerning Professional Ethics and Professional Relationships", *CAUT Handbook*, 3rd. edition (Ottawa, 1979) p. 47.
4. This question is distinct from that raised by the U.S. Family Educational Rights and Privacy Act of 1974 (commonly known as the Buckley Amendment). The act grants students eighteen years of age or over access to confidential recommendations *in the keeping of the institution or agency involved*, and a form by which students can waive this right is a familiar feature of appraisal forms from U.S. universities. But a decision by a student to waive the specific rights granted by the Buckley Amendment has no necessary relation to a decision on disclosure made by the author of the appraisal.
5. "When acting as a referee, they must strive to be fair and objective," *CAUT Handbook*, p. 47.

WOMEN SCHOLARS PROGRAM
UNIVERSITY OF WATERLOO

As part of a ten-year program to increase the number of women faculty, applications are invited from qualified candidates for all disciplines in the Faculties of Arts, Engineering, Environmental Studies, Human Kinetics and Leisure Studies, Mathematics and Science.

Candidates are directed to the advertisements from various academic units appearing elsewhere in this issue. Applicants in other fields may apply directly to the office of the Vice-President, Academic.

Up to ten tenure-track appointments will be made for the year 1986-87, depending on the quality of the applicants, at a rank not lower than Assistant Professor. These appointments will be funded from the University Excellence Fund of the Province of Ontario.

Salary will be commensurate with qualifications. Appointments can be effective as early as July 1, 1986.

Applications, including a curriculum vitae and the names of three references, should be sent to: Dr. D.A. Brisbin, Adviser to the Vice-President, Academic, Needles Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.